

EQUALITY IMPACT ASSESSMENT (EIA)



PLYMOUTH
CITY COUNCIL

STAGE I: WHAT IS BEING ASSESSED AND BY WHOM?

What is being assessed - including a brief description of aims and objectives?

This EIA considers the 2012/13 Revenue and Capital Budget which builds on our three year Medium Term Financial Plan published in March 2011. This analysis is of our Children's Services Departments Delivery Plan and builds on the Budget EIA published in December 2011.

The following measures are proposed in the above:

Learner and Family Support (L and FS)

- 1.a./b. Transport: cease concessionary transport from September 2011 and review Special School routes and develop a more flexible approach to Special Education Needs (SEN) transport from September 2011.
- 1.c. Catering: efficiency savings based on labour and food costs plus raising prices.
- 1.d. Selling services to Academies: and pay back into Education Welfare Service.
2. Locality Restructure: restructure.
3. Disability Service: restructure.
4. Review staffing requirements in the light of changes to statutory Special Education Needs (SEN) policies: restructure.
18. School Catering: charge schools for packed lunch catering arrangements.

Life Long Learning (LLL)

5. Equality and Diversity (E and D) reconfiguration.
6. Reduce Primary Advisory support.
7. Early Years reduction in staffing.

Children's Social Care (CSC)

8. Recommissioning of placements years 0-24 in line with 'Diversion of Children From Care' Plan.
9. Staff reductions: impact of reducing services.
10. Secure Budget: trends show reduction in court ordered placements and transport.
11. Youth Offending Service (YOS): reduce PCC contribution to 10%
12. Review and reduce financial support and non statutory payments made to Care Leavers and review Bed and Breakfast (B and B).

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13. Integration of various child care services: restructuring to deliver efficiencies.

Cross Cutting Actions

14. Performance and Intelligence: rationalise performance management, completion of government returns and data analysis across the council.
15. Administration and Business Support Review: Rationalise Business Support and Administration across the council. Includes savings generated from Charteris and Care First project.
16. Printing, Publicity and Advertising: challenge the current demand across the council and rationalise future publicity and advertising activity. Notional saving for department based on total council spend.
17. Reduction in Senior Management: consistent with other departmental plans, objective of reducing senior management by 20%.

Department Wide Action

19. Area Based Gant reduction; already achieved.

There are no differential equality impacts in relation to items 1.d and 18 within the L and FS budget delivery plans as this relates to the same service with new sources of funding. The same is the case in relation to action 10 for CSC as this is based on a demand led reaction based on established trends and this year no secure placements were used. Action 19 has been achieved without differential impact.

Due to the nature of the overall services delivered within the Children's Services Department, there is potential for impact related to the age protected characteristic. The same is the case for specifically targeted services for children and young people with disabilities and their parents/carers. This is due to the service user profile rather than a differential impact.

We do not anticipate any differential impact in relation to service reconfiguration(s) actions 2, 3, 4, (L and FS); 5, 6, 7 (LLL); and 9, 11, 13 (CSC) as they are intended to deliver services differently with greater efficiencies with more effectiveness and quality. As the organisational changes are implemented we will continue to monitor service delivery to ensure that any unintended differential impact does not happen. If it does we take mitigating action.

With regard to actions 1.a./b, our concessionary fares scheme ceased with effect from 31 July 2011. Before this happened we reviewed routes to ensure that all pupils requiring transport were accommodated by continuing to prioritise those with the greatest need. We made children and parents aware of alternative travel options and also advised them of transport timings and how to purchase tickets from both City bus and First. There is ongoing potential for some children and their carers to now use healthier ways of getting to school e.g. walking, which in the longer term may assist with our reducing health inequalities ambitions.

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	<p>Increased costs for school meals - Action 1.c (L and FS) - has the potential for impact on those children from the poorest families. There is also the potential for a similar socio-economic disadvantage in relation to action 12 CSC. To mitigate against this and any potential impact on our child poverty targets and narrowing the gap in health inequalities we will continue to promote information about and access to free school meals. We will continue our work with children and young people leaving care to maximise their employability and access to other benefits to which they are entitled.</p> <p>As we implement our “Diversion of Children from Care Plan” (Action 8 - CSC) we will prioritise children and young people with the greatest need and use preventative intervention strategies. We will continue to focus on wrap around services and risk managed diversion strategies to keep children with their families where possible. Those in need of protection and safeguarding will be our top priority. We will continue to monitor the take up of our services by children and young people against the protected characteristics (e.g. admissions into care) and address any disproportionate trends including undertaking bespoke EIA’s should they be required.</p> <p>Cross Cutting Actions</p> <p>With regard to actions 14 to 17, where any changes to structures or service delivery arrangements lead to redundancies, we will ensure that staff are not unfairly selected for redundancy e.g. on the basis of them having a particular protected characteristic within the Equality Act 2010. We will also seek to avoid any indirect impact on staff within these groups that we cannot objectively justify. This also applies to actions 2, 3, 4, (L and FS); 5, 6, 7 (LLL); and 9, 11, 13 (CSC).</p> <p>Where changes lead to commissioning services in different ways, we will use our strategic procurement procedures, which include specific reference to inequality and local priorities are used in order to deal with any potential differential impact. While reducing costs in relation to printing, publicity and advertising we will continue to be mindful about the provision of accessible information through a range of mediums.</p> <p>“Differential impact” means that the decision might unfairly have more affect one protected characteristic group or local priority action more than another. Where there is a possibility that this could be the case action to mitigate the impact is included within the EIA.</p>
Responsible Officer	Bronwen Lacey.
Department and Service	Children and Young Peoples Services.
Date of Assessment	From 27/10/11 to 21/12/11.

STAGE 2: INEQUALITY – Assess the impact against our priorities to reduce inequalities and promote community cohesion.		Is there an adverse impact? Yes/No
What impact will there be on our priority to reduce the inequality gap, particularly in health, between communities?	Action 1.c (L and FS) – increased costs for school meals has a potential for impact on those children from the poorest families. To mitigate against this and any potential impact on our child poverty targets and narrowing the gap in health inequalities we will continue to promote information about and access to free school meals.	Yes
	Action 5 (LLL) - This restructure should add to the city’s focus on inequality and community cohesion especially in relation to narrowing health and attainment gaps related to deprivation as all schools and settings will receive a consistent message about the importance of addressing inequalities.	No
	Action 8 - CSC – Children and young people and their families that require social care support and safeguarding are currently more likely to come from the localities where deprivation is highest and life chances poorest. Our service restructure into locality teams has already taken this into account. As noted above we will also continue to focus the children and young people and their carers/parents most in need. We will use commissioning processes to develop better quality services which also offer choices. Our knowledge of the providers in the market place will allow us to work with those that offer added value to services for families.	Yes
	Action 12 (CSC) - There is potential for a socio-economic disadvantage for Care Leavers. To mitigate against this and any potential impact on our child poverty targets and narrowing the gap in health inequalities we will continue to work with children and young people leaving care to maximise their employability and access to other benefits to which they are entitled.	Yes
What impact will there be on our priority of fostering good relations between different communities (community cohesion)?	Actions 1.a./b (L and FS) - our concessionary fares scheme changes will mean that children and young people with special educational needs will use public transport more frequently. We know that this is a “hot spot” for potential for disabled incidents (e.g. disabled bullying and harassment). We use our corporate reporting system to proactively address any concerning individual reports and promote this system within special schools and public transport providers to minimise community tensions at peak travel times.	Yes

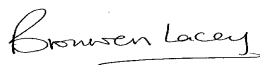
STAGE 3: LEGISLATION – Assess the impact against our legal duties: to eliminate unlawful discrimination, advance equality of opportunity, foster good relations and promote human rights. Is there a differential impact for any of the below?

	Yes/No		Yes/No
Age	No	Gender Reassignment	No
Disability	No	Race	No
Faith, Religion or Belief	No	Sexual Orientation – including Civil Partnership	No
Gender – including marriage, pregnancy and maternity	No	Human Rights	No

STAGE 4: IMPLICATIONS(S). Considering Equality and Legislation (Stages 2 and 3), state the actions to address any adverse impacts identified and measures to address any gaps in information or data.

Equality Action(s)	Completion Date	Who is Responsible?
Action 1.c (L and FS) –To mitigate against any potential impact on our child poverty targets and narrowing the gap in health inequalities we will continue to promote information about and access to free school meals.	March 2013	Brad Pearce Education Catering Manager Services for Children and Young People
Action 8 - CSC – Monitor services through contract monitoring systems for the cost and volume placements. Continue to support the development of quality and choice in the market place through the commissioning team. Working with the Peninsula Procurement Team monitor the quality of all providers offering placements for Looked after children	March 2013	Joy Howick. Head of Service (HoS), Children in the Community and Diversion from Care Group (DfCG).
Action 12 (CSC) - Continue to work with children and young people leaving care to maximise their employability and access to other benefits to which they are entitled.	March 2013	Richard Porter Manager Children’s Social Care Services For Children and Young people
Actions 1.a./b (L and FS) - Use our corporate reporting system to proactive address any concerning individual reports and promote this system within special schools and public transport providers to minimise community tensions at peak travel times.	March 2012.	John Searson Principal Advisor 0-19 Achievement.

STAGE 4: IMPLICATIONS(S). Considering Equality and Legislation (Stages 2 and 3), state the actions to address any adverse impacts identified and measures to address any gaps in information or data.		
Legislation Action(s)	Completion Date	Who is Responsible?
Actions 2, 3, 4, (L and FS) - Monitor changes to service delivery to ensure that unintended differential impact across the protected characteristics does not happen and take relevant mitigating action if required.	March 2012	Maggie Carter. Assistant Director (AD) for L and FS.
Actions 5, 6, 7 (LLL) - Monitor changes to service delivery across the protected characteristics to ensure that unintended differential impact does not happen and take relevant mitigating action if required.	March 2012	Colin Moore. AD for LLL.
Actions 8, 9, 10, 11, 12, 13 (CSC) - Monitor the changes to service delivery across the protected characteristics to ensure that unintended differential impact does not happen and take relevant mitigating action if required including undertaking bespoke EIA's should they be required.	March 2012	Mairead Macneil. AD for CSC.

STAGE 5: PUBLICATION			
Director, Assistant Director, Head of Service approving EIA.		Date	21/12/11