

EQUALITY IMPACT ASSESSMENT



STAGE 1: What is being assessed and by whom?

What is being assessed - including a brief description of aims and objectives?	This assessment considers the potential impact of a decision by the Cabinet to proceed 'in principle' to develop a partnership with Torbay Council to deliver their Children's Services. A further, final decision will be required before any operational changes are made.
Responsible Officer	Tracey Lee
Department and Service	Chief Executive
Date of Assessment	17 August 2017

STAGE 2: Evidence and Impact

Protected Characteristics (Equality Act)	Evidence and information (e.g. data and feedback)	Any adverse impact?	Actions	Timescale and who is responsible?
Age	The decision relates to Children's Services, potentially affecting all children and young people across the City, particularly those receiving services under the	Services to Children and Young people in Plymouth are not expected to be impacted by this decision. The Council's Children's Services staffing	This is an 'in principle' decision to proceed with the full 'due diligence' exercise. Any potential impacts on services and the safeguards required to	The development phase to carry out the full due diligence exercise and establish the partnership is expected to take 6-9 months. A further report will be made to Cabinet and Council later in
Disability				
Faith, Religion or Belief				
Gender - including marriage, pregnancy and maternity				

STAGE 2: Evidence and Impact				
Protected Characteristics (Equality Act)	Evidence and information (e.g. data and feedback)	Any adverse impact?	Actions	Timescale and who is responsible?
Gender Reassignment	following functions: <ul style="list-style-type: none"> • Safeguarding • Fostering and Adoption • Children in care – (including the Council’s corporate parenting responsibility) • Early help and targeted help • Youth offending • Schools improvement • Schools admissions • Special Educational Needs and Disability services • Early years 	structures will remain unaffected, with the exception of the senior management team where an adjustment will be required to accommodate a shared Director of Children’s Services role to manage Torbay Council’s services.	avoid them will be fully explored during this phase. It is imperative that Plymouth’s Children’s Services are not negatively impacted as a result of entering into a partnership with Torbay Council and this will be a critical focus throughout the development phase.	2017 to secure the final decision on setting up the partnership. The SRO for the programme is Tracey Lee.
Race				
Sexual Orientation -including Civil Partnership				

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?
Reduce the inequality gap, particularly in health between communities.	The Council’s Children’s Services contribute to reducing the inequality gap in the City and this will remain the case should this decision proceed.	
Good relations between different	None	

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?
communities (community cohesion).		
Human Rights	None	

STAGE 4: Publication			
Director, Assistant Director/Head of Service approving EIA.	Alison Botham, Assistant Director Children, Young People and Families	Date	17 August 2017