



Derby City Council

Equality impact assessment form

Directorate: Children and Young People

Service area: Commissioning

**Name of policy, strategy, review or function
being assessed:**

**Integrated Early Intervention Commissioning
Framework**

Date of assessment: 26 June 2014

**Signed off by: Frank McGhee – Children and
Young Peoples Department – Director of
Commissioning**

Derby... *Achieving*

Integrated Early Help Commissioning Framework

The assessment team

Team leader's name and job title – **Liz Perfect – Priority Families Co-ordinator**

Other team members

Name	Job title	Organisation	Area of expertise
Catherine Woodman	Category Manager	DCC	Procurement / Tendering
Tim James	Contract Officer	DCC	Contracts / Commissioning
Maria Treanor	Commissioning Support Officer	DCC	Priority Families
Stephe Astbury	Priority Families Brokerage Co-ordinator	DCC	Priority Families / Commissioning / Contracts
Ann Webster	Equality and Diversity Lead	DCC	Equality
Michelle Robinson	Public Health Manager	DCC	Health
Sophie Pickles	Priority Families Partnership Officer	DCC	Priority Families

Step 1 – setting the scene

Make sure you have clear aims and objectives on what you are impact assessing – this way you keep to the purpose of the assessment and are less likely to get side tracked.

- 1 What are the main aims, objectives and purpose of the policy? How does it fit in with the wider aims of the Council and wider Derby Plan? Include here any links to the Council Plan, Derby Plan or your Directorate Service Plan.**

Aim, Objectives and Purchase:

To reconfigure existing services for children, young people and families into a framework approach to commissioning integrated early help services that will assist with:

- Promoting family cohesion (keeping families together) by intervening with services that will alleviate the number of escalations to high cost services and by reducing;
 - offending / re-offending and anti- social behaviour
 - school exclusions
 - instances of domestic abuse
 - instances of mental health and substance misuse issues
 - the number families claiming benefits by promoting employment, education and training
 - the number of children who enter into care

Derby City Councils Plan 'big ambitions' (2014 to 2015):

With our partners we want people in Derby to have an:

- Inspiring start in life by improving educational attainment
- Inspiring working life by improving skills and creating jobs
- Inspiring place to live by improving inner city areas

Deliver good quality services that meet local needs by having:

- Better outcomes for our communities
- Improved value for money for our customers
- More efficient and effective processes
- A skilled and motivated workforce
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Better Outcomes for our Communities

The health, safety and well-being of the people of Derby are key priority outcomes for us as a Council.

We work with our partners to ensure that we manage any risks to the safety of residents with a clear focus on protecting vulnerable children, young people and adults. Alongside this we are keen to make sure that local people remain healthy and can access appropriate health services; working through public health and with health partners to support the prevention of illness and promote 'good health and well-being'.

What we will do...

- Implement the Keeping Families Together Strategy to support where possible, families to remain safely together through the use of preventative services including 'multi systemic therapy' and 'family group conferencing'.
- Continue to deliver the Priority Families project.
- Support customers in the transition between services including those moving from Children's Services to Adult Services.

Improved value for money for our customers:

Raise the profile of commissioning and, where appropriate, increase the use of integrated

commissioning with partners, such as health bodies, to maximise the use of resources available.

2014/15 Department Business Plan – CYP Commissioning

Our principles

All staff within Children's Services are committed to working to five principles, which are basic 'standards' that where possible should be taken into account as part of all services that we deliver ...

- Have an on-going focus on improving outcomes for children, young people and their families / carers within Derby.
 - Involve children and young people and partners in any service redesign.
 - Implement integrated commissioning.
 - Early intervention and prevention services.
 - Make sure that children, young people and their families receive the right service at the right time and in the right place.
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- Through an integrated commissioning function deliver the agreed commissioning intentions informed by the views of key stakeholders including cyp and families
 - Review phase 1 of the programme supported by the local evaluation to inform the development of a 'Think Family' commissioning approach for phase 2 which will improve outcomes for vulnerable families and fit with a model for Early Intervention.

2 Who delivers/will deliver the policy, including any consultation on it and any outside organisations who deliver under procurement arrangements?

Priority Families Service provider (external organisations)
Intensive Family Support Workers
Priority Families Brokerage Team
Social Care Teams
Youth Offending Service (YOS)
Probation
Health
Adults Health and Housing
Other practitioners
Third Sector
Multi Agency Teams
Children's Centres

3 Who are the main customers, users, partners, employees or groups affected by this proposal?

All of the above in section 2
Children
Young People
Families
Parents
Carers

Step 2 – collecting information and assessing impact

- 4 Who have you consulted and engaged with so far about this policy, and what did they tell you? Who else do you plan to consult with? – tell us here how you did this consultation and how you made it accessible for the equality groups, such as accessible locations, interpreters and translations, accessible documents.**

We undertook the Equality Impact Assessment at the commencement of the consultation period.

We consulted with professionals, children, young people and their families.

We consulted through the medium of questionnaires to ascertain what services have been successful and what services individuals would like to have available. It was offered that if the documents were needed to be more accessible then they could be provided in other languages. The documents were shared with families in their own homes where time and support was given for them to be completed at the individuals pace.

Consultation also took place with third sector providers to capture their views and ideas. These are all recorded in a final report of qualitative and quantitative data and recommendations. Conclusions have been drawn from this report to determine the views from relevant parties.

- 5 Using the skills and knowledge in your assessment team, and from any consultation you have done, what do you already know about the equality impact of the policy on particular groups? Also, use any other information you know about such as any customer feedback, surveys, national research or data. Indicate by a tick for each equality group whether this is a negative impact, a positive one or if you are not sure**

Equality groups	What do you already know?	No impact	Positive impact	Negative impact	Not sure
Age	Services available are varied and do not exclude any protected group. See Appendix 1 – existing services – this list will expand under the new framework proposals		✓		
Disability	As above		✓		
Gender reassignment - trans	As above		✓		
Marriage & civil partnership	As above	✓			
Pregnancy and maternity	As above		✓		
Race	As above	✓			
Religion or belief or none	As above	✓			
Sex	As above	✓			

Sexual Orientation	As above	✓			
Families and people on low income	As above		✓		

Important - For any of the equality groups you don't have any information about, then make it an equality action at the end of this assessment to find out. This doesn't mean that you can't complete the assessment without the information, but you need to follow up the action and if necessary, review the assessment later. You can get lots of information on reports done from organisations' websites such as the Equality and Human Rights Commission, Stonewall, Press for Change, Joseph Rowntree Trust and so on. Please don't put down that the impact affects 'everyone the same' – it never does!

6 From the information you have collected, how are you going to lesson any negative impact on any of the equality groups? How are you going to fill any gaps in information you have discovered?

We have used the information collected from our consultation processes to determine that there would be no negative impact on any of the equality groups.

On going analytical and evaluation work will be undertaken to ensure services are meeting demand and outcomes are being achieved.

Step 3 – deciding on the outcome

7 What outcome does this assessment suggest you take? – You might find more than one applies. Please also tell us why you have come to this decision?

Outcome 1		No major change needed – the EIA hasn't identified any potential for discrimination or negative impact and all opportunities to advance equality have been taken
Outcome 2		Adjust the policy to remove barriers identified by the EIA or better advance equality. Are you satisfied that the proposed adjustments will remove the barriers you identified?
Outcome 3		Continue the policy despite potential for negative impact or missed opportunities to advance equality identified. You will need to make sure the EIA clearly sets out the justifications for continuing with it. You need to consider whether there are: <ul style="list-style-type: none"> • sufficient plans to stop or minimise the negative impact • mitigating actions for any remaining negative impacts • plans to monitor the actual impact.
Outcome 4		Stop and rethink the policy when the EIA shows actual or potential unlawful discrimination

Group agreed to complete after consultation findings

Our Assessment team has agreed Outcome number(s)

Outcome 1

Why did you come to this decision?

We have used the information collected from our consultation processes to determine that there would be no negative impact on any of the equality / protected groups.

If you have decided on **Outcome 3**, then please tell us here the justification for continuing with the policy. You also need to make sure that there are actions in the Equality Action Plan to lessen the effect of the negative impact. This is really important and may face a legal challenge in the future.

If you have decided on **Outcome 4** then if the proposal continues, without any mitigating actions, it may be likely that we will face a legal challenge and possibly a Judicial Review on the process - it is really important that the equality impact assessment is done thoroughly, as this is what the Judge will consider.

Step 4 – equality action plan – setting targets and monitoring

- 8 Fill in the table (on the next page) with the equality actions you have come up with during the assessment. Indicate how you plan to monitor the equality impact of the proposals, once they have been implemented.**

Equality action plan – setting targets and monitoring

What are we going to do to advance equality?	How are we going to do it?	When will we do it?	What difference will this make?	Lead officer	Monitoring arrangements
Continue to consult on the proposals.	Questionnaires designed in; a different formats for different audiences including BSL for users of British Sign Language	On going	This will take account of the views of individuals which could have impacts on the proposal. To ensure that the implementation of the proposals is completed in an open, transparent, equitable and consultative manner.	LP	Questionnaires analysis and final reports.
Third sector providers consultation	Consultation process completed by a partner agency	On going	As above	LP	Final report of findings
Promote education, training and work for vulnerable families / individuals in Derby City who are currently disadvantaged because of a lack of knowledge / skills / economic status.	Enhanced choice and availability of early intervention services that target specific individual needs.	April 2015	Assisting individuals into education, training and work will help empower families / individuals, assist the local economy / community, reducing the amount benefits claimed, contribute to social value, community and social capital. Establishing a family work ethic and breaking the reliance and expectation of claiming benefits.	LP	Only contracting with providers who successfully apply through a robust procurement process that includes rigorous quality assurance and equality checking. Service evaluations against outcomes achieved. Demand for specific services.
Promote healthy life choices for vulnerable families / individuals in	Enhanced choice and availability of early intervention	April 2015	Empowering families / individuals, assist the local economy / community,	LP	Only contracting with providers who successfully apply

Derby City who are currently disadvantage because of a lack of knowledge / skills / economic status.	services that target specific individual needs.		reduce the pull on the national health purse, contributing to social value, community and social capital.		through a robust procurement process that includes rigorous quality assurance and equality checking. Service evaluations against outcomes achieved. Demand for specific services.
Establish and promote family cohesion families / individuals in Derby City who are currently disadvantage because of a lack of knowledge / skills / economic status.	Enhanced choice and availability of early intervention services that target specific individual needs.	April 2015	Helping to create strong family values that then reflect within the community, education establishments. Reducing the number of children who are on the edge of care / in care.	LP	Only contracting with providers who successfully apply through a robust procurement process that includes rigorous quality assurance and equality checking. Service evaluations against outcomes achieved. Demand for specific services.
Helping to address mental health issues and substance misuse within families / individuals in Derby City who are currently disadvantage because of a lack of knowledge / skills / economic status.	Enhanced choice and availability of early intervention services that target specific individual needs.	April 2015	Breaking the cycle of generational repetition. Contributing to accessing education, training and work. As above.	LP	Only contracting with providers who successfully apply through a robust procurement process that includes rigorous quality assurance and equality checking. Service evaluations against outcomes achieved. Demand for specific services.

Assisting in reducing the number of offences committed (including domestic abuse) and occurrences of re-offending by vulnerable families and individuals who are currently disadvantage because of a lack of knowledge / skills / economic status.	Enhanced choice and availability of early intervention services that target specific individual needs.	April 2015	A reduction in the cost to our judicial services and to the number of children and young who have to be referred educational establishments who specialise in managing offender behaviours. Maintain family cohesion and breaking the cycle of generational repetition.	LP	Only contracting with providers who successfully apply through a robust procurement process that includes rigorous quality assurance and equality checking. Service evaluations against outcomes achieved. Demand for specific services.
Implementing services that offer individuals more choice and control. Allowing individual to choose how things are done instead being told and having thing done to them.	Enhanced choice and availability of early intervention services that target specific individual needs.	April 2015	As the above sections and also contributing to the personalisation agenda.	LP	Only contracting with providers who successfully apply through a robust procurement process that includes rigorous quality assurance and equality checking. Service evaluations against outcomes achieved. Demand for specific services.
IEHCF – in full	Implementing a balance of specialist early intervention services for vulnerable individuals / families who have specific identified needs and	April 2015	As above (all)	LP	As above (all)

	removing any existing inequalities.				
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Make sure you include these actions in your Directorate service business plans.

Integrated Early Help Commissioning Framework

Appendix 1

Section 5 -

Group	Services
Age	Priority families services - (Counselling, Drama Therapy, Employment advice, Family Therapy, Learning/ training programmes, Mediation, Mental Health, Mentoring, Parenting Support, Relationship Conflict, Work programmes).
Disability	Priority families services - (Counselling, Drama Therapy, Employment advice, Family Therapy, Learning/ training programmes, Mediation, Mental Health, Mentoring, Parenting Support, Relationship Conflict, Work programmes).
Gender reassignment - trans	Priority families services - (Counselling, Drama Therapy, Employment advice, Family Therapy, Learning/ training programmes, Mediation, Mental Health, Mentoring, Parenting Support, Relationship Conflict, Work programmes).
Marriage and civil partnership	Priority families services - (Counselling, Drama Therapy, Employment advice, Family Therapy, Learning/ training programmes, Mediation, Mental Health, Mentoring, Parenting Support, Relationship Conflict, Work programmes).
Pregnancy and maternity	Priority families services - (Counselling, Drama Therapy, Employment advice, Family Therapy, Learning/ training programmes, Mediation, Mental Health, Mentoring, Parenting Support, Relationship Conflict, Work programmes).
Race	Priority families services - (Counselling, Drama Therapy, Employment advice, Family Therapy, Learning/ training programmes, Mediation, Mental Health, Mentoring, Parenting Support, Relationship Conflict, Work programmes).
Religion or belief or none	Priority families services - (Counselling, Drama Therapy, Employment advice, Family Therapy, Learning/ training programmes, Mediation, Mental Health, Mentoring, Parenting Support, Relationship Conflict, Work programmes).
Sex	Priority families services - (Counselling, Drama Therapy, Employment advice, Family Therapy, Learning/ training programmes, Mediation, Mental Health, Mentoring, Parenting Support, Relationship Conflict, Work programmes).
Sexual Orientation	Priority families services - (Counselling, Drama Therapy, Employment advice, Family Therapy, Learning/ training programmes, Mediation, Mental Health, Mentoring, Parenting Support, Relationship Conflict, Work programmes).
Families and people on low income	Priority families services - (Counselling, Drama Therapy, Employment advice, Family Therapy, Learning/ training programmes, Mediation, Mental Health, Mentoring, Parenting Support, Relationship Conflict, Work programmes).