



Derby City Council

Equality impact assessment form

Directorate: Children and Young People

Service area: Commissioning

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

**Commissioning a Partnership approach to
Child Sexual Exploitation Strategy**

Date of assessment: 23 March 2015

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

Derby... *Achieving*

Child Exploitation Services

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
Laura Rose	Category Manager	DCC	Procurement / Tendering
Sophie Pickles	Partnership Officer – Commissioning	DCC	Contracts / Commissioning
Ann Webster	Equality and Diversity Lead	DCC	Equality
Bev Evans	Team Manager	DCC	CSE
Mary Bosworth	Head of Commissioning	PCC	Commissioning
Nina Martin	Head of Service – Quality Assurance	DCC	CSE
Sara Bartlett	Head of Child Protection	Derbyshire County Council	CSE/Safeguarding

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 develop an integrated approach to commissioning a specialist third sector provider for children and young people aged less than 18 years who have been identified at being of risk of child sexual exploitation in Derby.

The vision is to ensure that children, young people and families whose lives are affected by CSE will receive a high level of support as well as protection, and that perpetrators are held accountable for their actions, and where possible brought to justice.

The service will assist in delivering the CSE strategy which includes working in partnership with:

- Young people to promote full participation and engagement
- Parents and carers to enable their effective contribution to the protection of young people
- Communities and corporate organisations to engage in detection and prevention
- Other agencies and the LSCB, by working with a central CSE co-ordinator (in Derby City) or through alternative child protection CSE arrangements (in Derbyshire County), and through a multi-agency operational/steering group to oversee the delivery of each action plan (City or County).

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
- 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'.

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 children, young people and families.
 - Develop an integrated commissioning approach 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?

CSE Service provider (external organisations)
Children and Young People Brokerage Team
Social Care Teams
Health
Other practitioners
Third sector
MAT 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; consulting with professionals, services providers and young people regarding the provision of an Integrated Child Sexual Exploitation (CSE) Support and Prevention Service.

We consulted through various methods included questionnaires and focus groups to ascertain what services individuals would like to have available, how to add further value to the service provision and to determine the success of the current service.

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 specific to this group.	✓			
Disability	Services available are varied and specific to this group.	✓			
Gender reassignment - trans	Services available are varied and specific to this group..	✓			
Marriage and civil partnership	This group is already included in a variety of services available. However they are specifically designed for this group.	✓			
Pregnancy and maternity	Services available are varied and specific to this group.	✓			
Race	This group is already included in a variety of services available. However they are specifically	✓			

	designed for this group.				
Religion or belief or none	This group is already included in a variety of services available. However they are specifically designed for this group.	✓			
Sex	This group is already included in a variety of services available. However they are specifically designed for this group.	✓			
Sexual Orientation	This group is already included in a variety of services available. However they are specifically designed for this group.	✓			
Families and people on low income	Services available are varied and specific to this group.	✓			

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 will be no negative impact to any of the equality groups from the change in service provision.

On-going analytical and evaluation work will be undertaken to ensure services are meeting demand and outcomes are being achieved through contract management processes.

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		<p>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:</p> <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

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
Social Value – consultation	Consult with key commissioning partners, front line workers, third sector providers and young people to determine the effectiveness of the service provision.	March 2015	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	Complete
Consultation on draft specification	Consult partners on the draft specification for an Integrated Child Sexual Exploitation (CSE) Support and Prevention Service.	March 2015	As above	LP	Complete
Promote awareness 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.	On-going from contract commencement	Awareness raising in schools, communities and other professionals.	LP	Only contracting with providers who successfully apply through a robust procurement process that includes rigorous quality assurance. Service evaluations against outcomes achieved. Demand for specific services.
Promote healthy life	Enhanced choice and	On-going from	Empowering families /	LP	Only contracting with

choices for vulnerable families / individuals in Derby City who are currently disadvantage because of a lack of knowledge / skills / economic status.	availability of early intervention services that target specific individual needs.	contract commencement	individuals assist the local economy / community; reduce the pull on the national health purse, contributing to social value, community and social capital.		providers who successfully apply through a robust procurement process that includes rigorous quality assurance. Service evaluations against outcomes achieved. Demand for specific services.
Review EIA	EIA review	March 2015	To ensure the EIA has identified any potential for discrimination or negative impact and all opportunities to advance equality have been taken.	LP	Complete - EIA updates with relevant feedback from consultation
EIA updated	EIA updated	April 2015	As Above	LP	Complete – draft shared with EIA virtual group in
CSE Services	Implementing a balance of specialist early intervention services for vulnerable individuals / families who have specific identified needs and removing any existing inequalities.	April 2015	As above (all)	LP	Complete (as above – all)

Make sure you include these actions in your Directorate service business plans.