

Equality Impact Assessments

2021/22 Medium Term Financial Plan

Children's Services – December 20

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Medium Term Financial Plan Initial Equality Impact Assessment 2021/22

Please add content where << XXX>> is indicated.
Please make Yes or No bold as appropriate.

1. The Proposal

Directorate:	Children's Services
Service area:	Resource Service
Budget reference:	PCC1
Budget reduction proposal:	Increase in in-house foster carers to enable less use of Independent Foster Agencies
Budget saving for this financial year:	£100,000

Description of the proposal:

It is proposed that North Somerset increase its proportion of in-house fostering placements to enable more of our children who are looked after to be placed in house. This will provide our children the opportunity to be placed with in house carers within the North Somerset boundary meaning those children will be closer to their family, friends, local supporting services and significant local links.

This proposal will enable North Somerset to successfully save the proposed figure due to in house fostering costs being significantly less (estimated half) of the cost of independent fostering provision.

Summary of changes:

We will increase our proportion of in-house fostering placements that are available to our children who are looked after within North Somerset. It is estimated currently that we are on track to recruit an additional 15-20 new fostering households within this calendar year. The last financial year we recruited 8 fostering families and the year before we recruited 12. We are projected to recruit significantly more carers this year than last therefore we are of the view this savings target is realistic and can be met.

This will mean we will be able to provide better matching options to children and young people determined by their needs within their care plan locally.

Is this a continuation of a previous medium-term financial plan saving?

Yes No

If yes, please insert reference number and year of assessment?

PCC5 2020/21

2. Customer equality impact summary

Will the proposal have a disproportionate impact on any of these groups?

Insert X into one box per row, for impact level and type.

H = High, M = Medium, L = Low, N = None

+ = Positive, = = Neutral, - = Negative

Impact Level	Impact type						
	H	M	L	N	+	=	-
Disabled people				X			
People from different ethnic groups		X			X		
Men or women (including those who are pregnant or on maternity leave)				X			
Lesbian, gay or bisexual people				X			
People on a low income		X			X		
People in particular age groups		X			X		
People in particular faith groups				X			
People who are married or in a civil partnership				X			
Transgender people				X			
Other specific impacts, for example: carers, parents, impact on health and wellbeing. Please specify:				X			

3. Explanation of customer impact

Please describe the reasons for the impact level in the table above.

It is assessed there will be a positive impact in relation to age, income and cultural diversity. Children who are looked after are in part defined by their age, under 18. Children within the care system often have come from areas of deprivation families where there are issues of poverty. A small proportion of our children who are looked

after are from diverse cultural and ethnic backgrounds, particularly our children who present as unaccompanied asylum-seeking children. By increasing the proportion and hopefully diversity of our foster placements within the local authority this will have a positive impact upon these marginalised groups as it will provide better opportunities for matching with families and carers who can best met the children's diversity needs.

4. Staff equality impact summary

Are there any staffing implications for this proposal? Yes No

Explanation of staff impact

If yes, please describe the nature of the impact, including how many posts could be affected, please state whether they are vacant, or filled permanently or temporarily.

Not applicable

5. Consolidation savings

Please complete for medium or high impact areas

Does this budget saving include many service areas/savings/projects?

If so, please identify the areas included in this proposal that could potentially have a medium or high impact for equality groups

Service area	Value of saving
Total	

6. Review and Sign Off

Service Manager Review

Insert any service manager comments here:

No further comments to add

Is a further detailed equality impact assessment needed? Yes No

If 'yes', when will the further assessment be completed?

Service Manager:

Amanda Braund

Date:

30th November 2020

1. The Proposal

Directorate:	Children's Services
Service area:	Children and Young Person Commissioning
Budget reference:	PCC2
Budget reduction proposal:	Alternative placements for 16 and 17-year-old children looked after
Budget saving for this financial year:	£890,000

Description of the proposal:

Providing alternative placements for 16 and 17-year-old children looked after with good quality long term housing options, ensuring and providing support considering a holistic offer for young people and a pathway to adulthood. These plans are aimed at improving the current offer in supported housing to ensure we can meet young people's needs. It is an offer for an alternative to the current placements of young people in unregistered supported living out of area. This work began approximately 12 months ago and is detailed in the commission plan for a Young Person Housing offer and good quality services that was signed off by the Children's service leadership Team and lead member. The plan reflects the principles in the Improvement Plan and was informed by the consultation work undertaken and published in Bright Spots Survey.

Summary of changes:

This proposal includes:

- Identification of children and young people from all areas of social care who may be better supported in an offer around Housing with support
- Working with Children and young people's services and the social workers responsible for the young people concerned, to support individuals where appropriate to offer a supported housing option with support agreed in their care plan, reflecting their pathway plans.
- This offer is based on needs and will consider high and medium packages of support as required.
- These plans will be subject to the young person's pathway to adulthood.
- This will be delivered in conjunction with contributions from social workers and independent Reviewing Officers
- The housing offer will offer a range of housing and support that considers all groups and needs. Including crash pads, Housing First Model for difficult to place and support young people and family and children offer.

- The offer will be able to support crisis placements as well as an alternative to bed and breakfast accommodation
- Young person's needs will be considered, and they will be supported through any change in current services

Is this a continuation of a previous medium-term financial plan saving?

No

If yes, please insert reference number and year of assessment?

2. Customer equality impact summary

Will the proposal have a disproportionate impact on any of these groups?

Insert X into one box per row, for impact level and type.

H = High, M = Medium, L = Low, N = None

+ = Positive, = = Neutral, - = Negative

Impact Level

Impact type

	H	M	L	N	+	=	-
Disabled people			X		X		
People from different ethnic groups		X			X		
Men or women (including those who are pregnant or on maternity leave)				X			
Lesbian, gay or bisexual people			X		X		
People on a low income		X			X		
People in particular age groups		X			X		
People in particular faith groups				X	X		
People who are married or in a civil partnership			X		X		
Transgender people		X			X		
Other specific impacts, for example: carers, parents, impact on health and wellbeing. Please specify: Young People				X	X		

6. Review and Sign Off

Service Manager Review

Insert any service manager comments here:

Is a further detailed equality impact assessment needed?

Yes

No

If 'yes', when will the further assessment be completed?

Service Manager:

Alison Stone

Date:

15th December 2020

Medium Term Financial Plan

Initial Equality Impact Assessment 2021/22



Please add content where << XXX>> is indicated.
Please make Yes or No bold as appropriate.

1. The Proposal

Directorate:	Children's Services
Service area:	Resource Service
Budget reference:	PCC3
Budget reduction proposal:	Residential Step Down to In-house Professional Foster Scheme
Budget saving for this financial year:	£275,000

Description of the proposal:

It is proposed that we will step down children and young people from residential care to three possible options: -

- Step down from residential care to family-based care
- Step down from residential care to in house foster care
- Step down from residential care to independent foster care

The principle within children's services is that all children and young people in care have a right to a family life. Therefore, we do not determine that a residential setting should be care plan for most of our children and young people until they are 18. In line with the child and young person care plan we will looking to step children down from residential care to a good quality alternative placement (outlined above) that has been matched to meet the assessed needs of that child or young person.

Significant work will be undertaken to support the success of the proposed step down including an enhanced foster carer fee (or salary). Professional support from our in-house therapeutic service CONSULT. Support from other supporting agencies including but not limited to the substance advice service, mentoring, education, health, social care, the fostering service and specialist training to support foster carers meet the needs of the child or young person. This multi-agency support will provide a robust plan around the child and their carer, depending on their assessed needs and circumstances to underpin and progress their care plan.

Regular multi-agency placement support meetings will be undertaken at least fortnightly when the child or young person steps down to support their transition.

The benefit to children of this proposal is having the opportunity to have their needs met in a family environment, we hope within the North Somerset boundary. This

would enable children and young people to be closer to the significant people within their lives and local services and will assist in our ability to support young people and plan for their transition to leaving care services more effectively. Most residential placements are out of county, therefore the distance between these and North Somerset can be a barrier when we are trying to support young people and provide them with the services they need. Stepping down young people into family-based placements within or closer to North Somerset will assist in removing these barriers.

Young people, their families and their independent reviewing officers will be fully consulted on these plans, so their views are heard and understood and incorporated into the care planning process.

Summary of changes:

A proportion of children and young people will be stepped down from residential care into a family-based placement (foster care or the child's own family) in accordance with their assessed needs and care plan.

Is this a continuation of a previous medium-term financial plan saving?

Yes **No**

If yes, please insert reference number and year of assessment?

2020/2021 PCC3

2. Customer equality impact summary

Will the proposal have a disproportionate impact on any of these groups?

Insert X into one box per row, for impact level and type.

H = High, M = Medium, L = Low, N = None

+ = Positive, = = Neutral, - = Negative

Impact Level	Impact type						
	H	M	L	N	+	=	-
Disabled people				x			
People from different ethnic groups				x			
Men or women (including those who are pregnant or on maternity leave)				x			
Lesbian, gay or bisexual people				x			
People on a low income		X			x		
People in particular age groups		X			x		
People in particular faith groups				x			
People who are married or in a civil partnership				x			
Transgender people				x			
Other specific impacts, for example: carers, parents, impact on health and wellbeing. Please specify:				x			

3. Explanation of customer impact

Please describe the reasons for the impact level in the table above.

Children who are looked after are defined in part by their age (under 18). Most children who are looked after come from deprived backgrounds and poverty is often an issue within their family. It is assessed that these proposals will be positive for our children who are looked after as it will afford them to have the opportunity to

have their needs met in a family environment closer or within the North Somerset boundary. As has been detailed this will enable North Somerset to provide better support to our young people and be in a better position to support their transition to leaving care.

4. Staff equality impact summary

Are there any staffing implications for this proposal? Yes No

Explanation of staff impact

If yes, please describe the nature of the impact, including how many posts could be affected, Please state whether they are vacant, or filled permanently or temporarily.

5. Consolidation savings

Please complete for medium or high impact areas

Does this budget saving include many service areas/savings/projects?

If so, please identify the areas included in this proposal that could potentially have a medium or high impact for equality groups

Service area	Value of saving
Total	

6. Review and Sign Off

Service Manager Review

Is a further detailed equality impact assessment needed? Yes No

If 'yes', when will the further assessment be completed?

Service Manager: Amanda Braund
Date: 30th November 2020

1. The Proposal

Directorate:	Children's Services
Service area:	Children's Social Care
Budget reference:	PCC4
Budget reduction proposal:	Increase contributions from CCG for children with complex needs / children's continuing care
Budget saving for this financial year:	£150,000

Description of the proposal:

Children and young people whose primary needs are in regard to their health care needs are entitled to Children's Continuing Care funding and or complex health funding, this is paid by the Clinical Commissioning Group (CCG). Accessing this funding can be difficult and requires knowledge and expertise of negotiating the pathways and National Framework. It should ensure that their care (which is of a complex health nature) is co-ordinated by the relevant health care professional. Where their care needs were being met by the Local Authority there is a saving.

Summary of changes:

This proposal includes:

- Identification of children and young people from all areas of social care who may be eligible for CHC funding and complex care and completing required 'checklists' for their applications.
- Continue to increase knowledge of staff to identify when CHC checklists need to be completed.
- Build expertise and knowledge in staff to ensure they are well equipped to negotiate the pathways and secure CHC funding where appropriate.
- Identify when it is appropriate for Children's Services to challenge decision making and ensure joint funding options are also considered.

Is this a continuation of a previous medium-term financial plan saving?

No Yes

If yes, please insert reference number and year of assessment?

PCC2 – 2020/21

2. Customer equality impact summary

Will the proposal have a disproportionate impact on any of these groups?

Insert X into one box per row, for impact level and type.

H = High, M = Medium, L = Low, N = None

+ = Positive, = = Neutral, - = Negative

Impact Level

Impact type

	H	M	L	N	+	=	-
Disabled people			X		X		
People from different ethnic groups				X		X	
Men or women (including those who are pregnant or on maternity leave)				X		X	
Lesbian, gay or bisexual people				X		X	
People on a low income				X		X	
People in particular age groups				X		X	
People in particular faith groups				X		X	
People who are married or in a civil partnership				X		X	
Transgender people				X		X	
Other specific impacts, for example: carers, parents, impact on health and wellbeing. Please specify:				X		X	

3. Explanation of customer impact

The decision for either an individual to be continuing care funded, or joint funded should not affect their care delivery, it is clear in statute that no funding can be withdrawn by either party without clear agreement and that any disputes over funding cannot interrupt or delay care provision. It is not envisioned to have any impact on the care received.

Additionally, children and young people who have care and support needs arising from a primary health need will benefit from having their care coordinated by a health care professional.

4. Staff equality impact summary

Are there any staffing implications for this proposal? Yes No

Explanation of staff impact

If yes, please describe the nature of the impact, including how many posts could be affected, Please state whether they are vacant, or filled permanently or temporarily.

5. Consolidation savings

Please complete for medium or high impact areas

Does this budget saving include many service areas/savings/projects?

If so, please identify the areas included in this proposal that could potentially have a medium or high impact for equality groups

Service area	Value of saving
Total	

6. Review and Sign Off

Service Manager Review

Insert any service manager comments here:

<<Text here>> **Is a further detailed equality impact assessment needed?** Yes No

If 'yes', when will the further assessment be completed?

Service Manager: Alison Stone

Date: 30th November 2020

1. The Proposal

Directorate:	Children's Services
Service area:	Children's Support & Safeguarding
Budget reference:	PCC5
Budget reduction proposal:	Reduction in travel costs as a result of fewer visits
Budget saving for this financial year:	£50,000

Description of the proposal:

While in-person visits to children and families remain a critical part of practice in Children's Services, the challenges presented in the initial stages of the Covid-19 pandemic required practitioners to deliver essential services in innovative ways. The use of technology including our corporate Azure platform and Microsoft Teams, along with a range of other digital communications tools was quickly integrated into day-to-day work.

During the second period of National Restrictions and subsequent move to Tier 3, teams have adopted a modified 'business as usual' approach – ensuring critical visits where it is imperative that children are seen in person take place with appropriate safety measures, while using digital methods of communication where this is not possible. Incidentally, many young people demonstrated increased engagement with practitioners when using their own preferred methods of communication.

The experience of a switch to digital communications has demonstrated the possibility of reducing the number of non-critical visits and meetings undertaken in person by practitioners, delivering:

- Efficiencies in terms of employee's time
- Reductions in claims for travel expenses
- Reductions in carbon emissions arising from visits
- A service which better meets the changing needs and expectations of young people and families

Summary of changes:

It is estimated that to meet our statutory duties and to ensure children at risk of harm are protected, 60% of visits will continue to be conducted on a face-to-face basis with the remaining 40% conducted by remote means using a range of approaches.

Service Leaders in Children's Services have developed a suite of guidance for practitioners which outlines the appropriate use of digital forms of contact, and safety guidelines to ensure both children and employees use these platforms safely, recording their work appropriately.

During the year, it is expected that further training may be required for colleagues who are less confident with digital communications platforms. Equally, this proposal relies on the continued delivery of a robust and reliable ICT platform throughout the year, which can manage an increase in audio and video traffic generated by this proposal.

Is this a continuation of a previous medium-term financial plan saving? Yes **No**

If yes, please insert reference number and year of assessment? N/A

2. Customer equality impact summary

Will the proposal have a disproportionate impact on any of these groups?

Insert X into one box per row, for impact level and type.

H = High, M = Medium, L = Low, N = None

+ = Positive, = = Neutral, - = Negative

Impact Level	Impact type						
	H	M	L	N	+	=	-
Disabled people				X		X	
People from different ethnic groups				X		X	
Men or women (including those who are pregnant or on maternity leave)				X		X	
Lesbian, gay or bisexual people				X		X	
People on a low income				X		X	
People in particular age groups				X		X	
People in particular faith groups				X		X	
People who are married or in a civil partnership				X		X	
Transgender people				X		X	
Other specific impacts, for example: carers, parents, impact on health and wellbeing. Please specify:				X		X	

3. Explanation of customer impact

It is not expected that service users will experience specific impacts as a result of this switch. Experience during the period where digital visits were undertaken by necessity shows that customer expectations have shifted, that the broader experience of using video calling across the population has made this a more

