

Equality Impact Assessments

2022/23 Medium Term Financial Plan

Children's Services – December 2021

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Medium Term Financial Plan Initial Equality Impact Assessment 2022/23

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

1. The Proposal

Directorate:	Children's Services
Service area:	Corporate Parenting
Budget reference:	CH S1
Budget reduction proposal:	Further reduction in Looked After Children placement costs, through increased use of in house foster placements and more local supported independent provision
Budget saving for this financial year:	£214,000

Description of the proposal:

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 successful 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 mainstream fostering placements who are available to our children who are looked after within North Somerset. We are also looking to develop a new specialist foster carer scheme to enable us to manage our more complex young people locally with wider community resource and reduce the need for expensive external residential placements. 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?

No

Yes

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

2021/22

PCC1

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 (Including consideration of neurodiversity)			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:							

3. Explanation of customer impact

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

It is assessed that there will be a positive impact on children who are looked after as they are, in part, defined by their age, i.e. under 18. There will also be positive impacts in relation to disability, sexual orientation or gender identity, income and ethnicity. Children within the care system have often come from areas of deprivation where there are issues of poverty for their families. 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. Some children with disabilities might also require to be looked after by the local authority. 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 meet the children's diverse 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 only 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
<hr/>	
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:

Paul Johnson

Date:

8th December 2021

Medium Term Financial Plan Initial Equality Impact Assessment 2022/23

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

1. The Proposal

Directorate:	Children's Services
Service area:	Children's Services
Budget reference:	CH S2
Budget reduction proposal:	More robust challenge and monitoring of health contributions to children with complex needs
Budget saving for this financial year:	£200,000

Description of the proposal:

Children and young people whose primary needs are in regard to their health care needs are entitled to Continuing Health Care (CHC) funding and or complex health funding, this is paid by the Clinical Commissioning Group (CCG). Accessing this funding requires knowledge and expertise of negotiating the pathways and National Framework. It is beneficial for people to access this funding firstly because it is not subject to a client contribution and secondly it ensures 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.

This proposal is to routinely screen all children and young people with complex needs for Health Funding and following this to complete the relevant health forms to take to the Complex Health Care Panel to assess for a health contribution.

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?

PCC4 - 2021/22

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

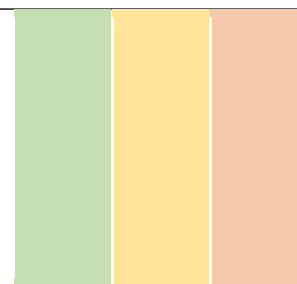
Impact Level

Impact type

	H	M	L	N	+	=	-
Disabled people (Including consideration of neurodiversity)			X		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			
People in particular age groups				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:



3. Explanation of customer impact

Please describe the reasons for the impact level in the table above. The decision for either an individual to be CHC 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.

Children and young people who are deemed eligible for CHC do not have to pay a client contribution to their care.

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.

Where required social working will communicate to families and young people that funding is being sought and any impact from this funding.

4. Staff equality impact summary

Are there any staffing implications for this proposal? No **Yes**

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.

This represents a change in current practice and an extra process to established workloads in the team to screen and apply for health funding for all complex cases in children and young people's services where appropriate.

Consolidation savings

Please complete only 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

<u>Service area</u>	<u>Value of saving</u>
<hr/>	
	Total

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?

Head of Service

Alison Stone

Date:

6th December 2021

Medium Term Financial Plan Initial Equality Impact Assessment 2022/23

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

1. The Proposal

Directorate:	Children's Services
Service area:	Children's Services
Budget reference:	CHS3
Budget reduction proposal:	Delivery of more effective commissioning of individual community support packages
Budget saving for this financial year:	£200,000

Description of the proposal:

To assess and review all current community care and support contracts to manage the costs more effectively in the markets on spot rates charged to the Council with a view to gaining better value for money. To engage with the market and secure better financial outcomes through block or guaranteed minimum hours contracts to manage high-cost hourly rates with the current providers.

Summary of changes:

Work with the existing providers to do some market testing of a possible new procurement or change to existing contracts to provide an increase in community providers as well as manage more effectively the high-cost spot contracts.

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

Yes **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.

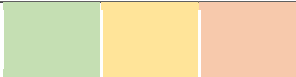
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Impact Level

Impact type

	H	M	L	N	+	=	-
Disabled people (Including consideration of neurodiversity)				X	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			
People in particular age groups				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: Improved choices of providers and an increase in the market of community support providers, who provide a better value for money costs. An opportunity to enhance the direct care with a consistent staff team to support children and young people with complex needs.							



3. Explanation of customer impact

Please describe the reasons for the impact level in the table above.
There are no adverse impacts on any groups from this change.

Please describe how you will communicate these changes to your customers
Where required social work teams will communicate to families and young people.

4. Staff equality impact summary

Are there any staffing implications for this proposal? Yes No

Explanation of staff impact

Consolidation savings

Please complete only 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:

Is a further detailed equality impact assessment needed? Yes No

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

**Head of Service
Date:**

Alison Stone
6th December 2021