

## Equality Impact Assessment

<b>Directorate: People (Children)</b>	
<b>Service:</b>	
<b>Name of Officer/s completing assessment: Eleni Ioannides</b>	
<b>Date of Assessment: 23/02/2021</b>	
<b>Name of service/function or policy being assessed: Future Delivery Model for Slough Children's Services</b>	
1.	<p>What are the aims, objectives, outcomes, purpose of the policy, service change, function that you are assessing?</p> <p>Provide closer alignment between social care services to children and the Council, allowing the Council greater influence over services, and streamlining early help and children's social care services for greater impact and efficiency.</p>
2.	<p>Who implements or delivers the policy, service or function? State if this is undertaken by more than one team, service, and department including any external partners.</p> <p>Targeted early help services and targeted youth support services (including NEET) are currently delivered by the Council, and children's social care services are currently delivered through a Trust arrangement. This proposal will bring them together in a Company wholly owned by the Council under the direction of a joint Director of Children's Services (DCS)/Chief Executive..</p>
3.	<p>Who will be affected by this proposal? For example who are the external/internal customers, communities, partners, stakeholders, the workforce etc. Please consider all of the Protected Characteristics listed (more information is available in the background information). Bear in mind that people affected by the proposals may well have more than one protected characteristic.</p>

	<p>There are two aspects to the changes:</p> <ol style="list-style-type: none"> <li>1 To the transferring staff. This will be done under TUPE arrangements, meaning that their terms and conditions are fully protected. A full Impact Assessment will be done as part of that process.</li> <li>2 To the children and families of Slough.</li> </ol>
4.	<p>What are any likely positive impacts for the group/s identified in (3) above? You may wish to refer to the Equalities Duties detailed in the background information.</p> <p>Bringing these services together will enable greater service coherence, reduce gaps and duplications and ensure greater efficiency. This will enable better support to the most vulnerable children and families, including those with disabilities, those in poverty, with mental health problems and who are subject to poor parenting due to substance misuse or domestic violence. By having an integrated and targeted early help offer, this will allow families to receive support at an early stage and should prevent statutory intervention in some families.</p> <p>As the company is wholly owned by the Council and there will be a joint DCS/Chief Executive and two other senior staff working across both organisations, this will allow better alignment between children's social care and early help services and education and SEN services. The DCS will be a member of the Council's corporate management team and will have close working relationships with colleagues managing services such as adult social care, housing, leisure and regeneration services. This will allow the officer to represent the needs of children and families and ensure better integrated services.</p>
5.	<p>What are the likely negative impacts for the group/s identified in (3) above? If so then are any particular groups affected more than others and why?</p> <p>No identified negative impacts</p>
6.	<p>Have the impacts identified in (4) and (5) above been assessed using up to date and reliable evidence and data? Please state evidence sources and conclusions drawn (e.g. survey results, customer complaints, monitoring data etc).</p>

	Business case for the transfer and bringing together of service has been completed by external consultants following a consideration of the local situation and services, examination of finances, staffing and data.
7.	<p>Have you engaged or consulted with any identified groups or individuals if necessary and what were the results, e.g. have the staff forums/unions/ community groups been involved?</p> <p>Affected staff groups have been advised and the Council will follow its HR policies in relation to TUPE transfer of staff.</p>
8.	<p>Have you considered the impact the policy might have on local community relations?</p> <p>It is likely to improve community relations.</p>
9.	<p>What plans do you have in place, or are developing, that will mitigate any likely identified negative impacts? For example what plans, if any, will be put in place to reduce the impact?</p> <p><b>n/a</b></p>
10.	<p>What plans do you have in place to monitor the impact of the proposals once they have been implemented? (The full impact of the decision may only be known after the proposals have been implemented). Please see action plan below.</p> <p>The Council will enter into a service delivery contract with the Company. This will have an agreed performance framework with key performance indicators. There will be regular operational and strategic meetings between the Council and the Company to discuss performance issues, including equality impacts, and monitor data. In addition, whilst the services remain under intervention by the Department for Education, there will continue to be regular meetings to discuss performance. This includes receiving data broken down by equality groups, such as age, race and sex to review the impact of policy and procedural changes.</p>

<b>What course of action does this EIA suggest you take? More than one of the following may apply</b>	✓
<b>Outcome 1: No major change required.</b> The EIA has not identified any potential for discrimination or adverse impact and all opportunities to promote equality have been taken	✓
<b>Outcome 2: Adjust the policy</b> to remove barriers identified by the EIA or better promote equality. Are you satisfied that the proposed adjustments will remove the barriers identified? (Complete action plan).	
<b>Outcome 3: Continue the policy</b> despite potential for adverse impact or missed opportunities to promote equality identified. You will need to ensure that the EIA clearly sets out the justifications for continuing with it. You should consider whether there are sufficient plans to reduce the negative impact and/or plans to monitor the actual impact (see questions below). (Complete action plan).	
<b>Outcome 4: Stop and rethink</b> the policy when the EIA shows actual or potential unlawful discrimination. (Complete action plan).	

### Action Plan and Timetable for Implementation

At this stage a timetabled Action Plan should be developed to address any concerns/issues related to equality in the existing or proposed policy/service or function. This plan will need to be integrated into the appropriate Service/Business Plan.

Action	Target Groups	Lead Responsibility	Outcomes/Success Criteria	Monitoring & Evaluation	Target Date	Progress to Date

Name: Eleni Ioannides

Signed: .....(Person completing the EIA)

Name: .....

Signed: .....( Policy Lead if not same as above)

Date: