

FULL EQUALITY IMPACT ASSESSMENT EARLY INTERVENTION AND PREVENTION SERVICES

SUSTAINABLE COMMUNITY STRATEGY OUTCOMES:

Outcomes	Impact	Score	Detail of impact/mitigation
People in Darlington are healthy and supported	Medium negative impact	3	<p>Update 09/02/11: Following a meeting with service managers and commissioners of the service areas involved in this proposals some factual inaccuracies have been resolved and clarification of impacts provided. This has resulted in changes to the impact scores below.</p> <p>Management: Reduction in management posts from 8 to 5 providing co-ordination across all age groups 0-19 and service areas. Risk of loss of specialist knowledge. Important that Area Teams have specialists to be called upon by borough-wide posts.</p> <p>26/1/11 Update: More detailed information now available for the EIPS proposals. It is now possible to analyse more detailed impacts of the components of the proposed Early Intervention and Prevention Service.</p> <p>Children's Centres: New provision at Haughton with 7 hours outreach at Red Hall. Improvements to Dodmire Children's Centre through extensive capital works to improve facilities for CYP and families. Children receiving Kids n Co nursery provision absorbed within available provision in the area. The outreach provision at Red Hall is being moved to the new centre at Haughton. One child using nursery place has been mitigated through alternative</p>

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			<p>provision agreed with parents. Children's Centre Management reduction to one post providing co-ordination across all Darlington's Children's Centres. No reduction changes to management concentrating on quality assurance, core offer and improving standards. Child Care Development Officers move to the new LEA Residual Functions structure working in area based teams and linking with other professionals e.g. FSAT</p> <p>Play Provision: Update 09/02/11: The play provision is concentrated in the 11 deprived wards. The impact of the funding changes will be to reduce sessions; potential for third sector partners to access alternative funding streams not available to the local authority. £245k funding available over 2 year period. Alternative model of service and funding required from 2013. Third Sector partners currently providers of this service.</p> <p>Health: No change to mainstream health provision. 17/12/10: Reduction in some services such as play may have a negative effect on overall well being</p>
People in Darlington are educated and skilled	Small negative impact	1	<p>Update 09/02/11: Children's centre delivery will continue to include elements for early years and adult education will continue with different partners.</p>

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Outcomes	Impact	Score	Detail of impact/mitigation
People in Darlington are financially secure	Small negative impact	1	<p>Update 09/02/11: Children's centres currently deliver financial/benefit information. Some elements delivered by other services in mainstream provision. The impacts of third sector funding proposals may impact negatively on provision of advice services in Children's Centres.</p>
Individuals are not disadvantaged by their family circumstances at birth, or by where they reside. People live in cohesive and resilient communities	Small negative impact	1	<p>Update 09/02/11: Universal health provision will continue. Work in children's centres targeted at cohesive communities. Other providers may have opportunities to deliver services e.g. Speech and Language therapy. Desire for Children's centres to become community hubs, if services are reduced this will become more difficult.</p>
People in Darlington live in sustainable neighbourhoods	Small negative impact	1	<p>Desire for Children's centres to become community hubs, if services are reduced this will become more difficult.</p>
Our communities are safe and free of crime	Medium negative impact	3	<p>Update 09/02/11: This impact has been reassessed to a medium negative impact. In 2010 the activities provided contributed to a 25% reduction in anti social behaviour reports. The capacity to do this level of work will be significantly affected by the proposals unless provision is available from other partners. CDRP asking for plans for Summer 2011 already.</p> <p>Reduction of youth service will have negative impact however remaining service should become more targeted</p>

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Outcomes	Impact	Score	Detail of impact/mitigation
Darlington is an ambitious, entrepreneurial place in which businesses thrive and create wealth	No impact	0	No specific impact identified at this stage
		10	

FINANCIAL IMPACT:

Considerations	Impact	Score	Detail of impact/mitigation
What are the potential monetary efficiency savings?	High Saving - £1m+	1	£1.4M savings proposed
How much of an investment is needed to realise the saving?	Small investment - £0-£20k	2	Not known at this stage
How easy is it to implement the option?	Potential difficulties to implement	3	Services are multi-agency with NHS, and Third Sector partners.
When will the savings be realised?	Savings to be made over 6 months	5	Update 18/1/11: Following discussion with Proposal Owner (18/1/11) savings will be realised with the new structures proposed.
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COUNCIL WIDE IMPACT:

Considerations	Impact	Score	Detail of impact/mitigation
Economic			
Will jobs be lost by the change?	More than 5 jobs lost by change	5	34.3 Full Time Equivalent (FTE) posts reducing to 24.3. Clarification required on number of individual posts this equates to rather the FTE.
Socio-cultural Will the change detrimentally affect vulnerable groups or Equality Act 2010: Protected Characteristics such as below:			
Older People	No impact	0	No specific impact identified at this stage
Children	High negative impact	5	<p>Update 09/02/11: No analysis yet of what will remain. The potential impact on performance indicators for the Youth Service is significant. Current reach of services is 38% against 25% nationally.</p> <p>Youth Service: The current staffing level for Youth Service is 22.37 Full Time Equivalent posts. This will be reconfigured with 10 FTE Youth Workers in Area Teams and four borough-wide e.g. Participation; Youth Activity; and Media. The main impact is for young people currently accessing 'walk-in' youth provision. The future provision will be targeted to address greatest need. The total staffing levels at 14 FTE.</p>

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<p>Children</p>			<p>Education Family Support Officers/School Attendance Officers: Currently 8.4 FTE reducing to 3 FTE based within Area Teams. This is closely linked with the Behaviour and Attendance Review and the proposals within LEA Residual Functions and the new Behaviour and Attendance Partnership.</p> <p>Duke of Edinburgh: This is service is not within the new structure. Currently an options appraisal is being carried out to look at alternative models of delivery and funding. Risk that service will cease to be provided impacting on 200-300 young people per annum which represents 3% of the young people, including some vulnerable pupils from Beaumont Hill Special School.</p> <p>Update 09/02/11: Level of universal access to Connexions services will fall. Currently 500 young people age 16-17 access universal information advice and guidance. Statutory requirement but will be delivered differently as young people will have to initiate contact rather than the service. Implementation will give the impact on the ground.</p> <p>Risk of increase in the numbers of young people who are Not in Education, Employment or Training. (NEET) Also issue of the tracking of the young people to know where they are and what they are doing.</p>

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<p>Children</p>			<p>Connexions: Reduction in posts from 22.5FTE to 14.5 FTE. 9.5 Advisors based in area teams; 3 Connexions Advisers; 1 Keeping in Touch and 1 Disabled Children's Adviser.</p> <p>Information, Advice and Guidance: Schools currently provide in-house advice, alternative provision via web based information and the national review of universal IAG/ISSP.</p> <p>Family Support Workers: New provision in area teams targeting work with vulnerable families - 6FTE posts.</p> <p>Vulnerable Families: To improve targeting of services to the most vulnerable and prevent escalation to specialist services two new posts (one Social Work Qualified) will work to identify and co-ordinate work with families through CAF process and Family Group Conferences.</p> <p>Teenage and Young Parents: Teen and young parent engagement post working across the area teams.</p> <p>Positive Activities for Young People (PAYP): Proposal to target activities to young people through 6 identified projects (funding £48k). This will protect the most vulnerable young people. Never has been universal provision.</p>

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Children			17/12/10: Loss of universal service to all children service will become more targeted.
Disabled People	Medium negative impact	3	Update 18/1/11: As the services are developed a Disability Equality Impact Assessment Type 2 will be required for those elements of the EIP services directly impacting on disabled people. Vulnerable groups will receive more targeted services which should remove or reduce any negative impacts. Connexions worker reduced by 0.6 fte (3 days)
People with a long term limiting illness	No impact	0	See note above for Disabled People
BME communities	No impact	0	No specific impact identified at this stage
Faith Communities	No impact	0	No specific impact identified at this stage
Unemployed or Low Income	Small negative impact	1	Update 18/1/11: This element of the proposal has no impact as the services provided from Children's Centres are ring fenced and will continue to provide support to families in areas of deprivation. 17/12/10: Reduced services form Children's centres

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Carers	High negative impact	5	<p>Update 09/02/11: Change to the model of delivery. Young carers will have their needs assessed (statutory duty) and individual packages of support tailored to their needs. Also exit strategies put in place for young carers as they reach adulthood.</p> <p>Update 26/1/11: Young Carers - funding from DBC reducing by 50%; other funding streams being explored by Third Sector partner and funding contribution unchanged from NHS (CAMHS). Disability Equality Impact Assessment required discussions ongoing with service providers. Meeting arranged for 1/2/11 to discuss service specifications and analyse impacts in more detail.</p>
			<p>Update 18/1/11: Young Carers has been highlighted by Disability Organisations as high impact and requiring a Disability Equality Impact Assessment. Discussions with Third Sector(YMCA) providers indicates alternative funding which will continue the service delivery as it is at present. Consideration has also been given to the impact of services currently delivered to young carers.</p>
Carers			<p>17/12/10: Commissioning of young carers service will change - reduced budget</p>
LGBT People	No impact	0	No specific impact identified at this stage

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People with criminal convictions	No impact	0	No specific impact identified at this stage
Refugees and Asylum Seekers	No impact	0	No specific impact identified at this stage
Gypsies and Travellers	No impact	0	No specific impact identified at this stage
People with mental health	Small negative impact	1	Update 26/1/11: Cumulative impact identified in relation to young carers proposal as 70% of the people being cared for by young carers' are affected by substance misuse and mental health issues. DEIA for Young Carers proposal will pick up these impacts. Reduced services from children's services could impact on this group CAMHS: No change in provision.
Men	No impact	0	No specific impact identified at this stage
Women	No impact	0	No specific impact identified at this stage
Pregnant women or those accessing Maternity Services	No impact	0	No specific impact identified at this stage as services will continue to be delivered in Children's Centres through NHS provision.
Those from disadvantaged areas: List as appropriate	No impact	0	Update 09/02/011: No specific impact identified at this stage as focus of services will be in disadvantaged areas.
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OTHER CONSIDERATIONS:

Considerations	Impact	Score	Detail of impact/mitigation
<p>Impact on Partners Service Delivery</p>	<p>High negative impact</p>	<p>5</p>	<p>Update 09/02/11: Volunteering: Volunteering Strategy launch 16/2/11. Collaborative work will need to be reviewed with implementation plans as the impacts run across the whole 0-19 age group.</p> <p>Childcare Providers: Reductions in Childcare Development Officers and Foundation Stage Advisory Teachers may impact on settings e.g. sufficiency, contracts at risk</p> <p>Update 26/1/11: Volunteering Centre: Impact of reduction in budget by 50%. Alternative service delivery considerations. (see report) Cumulative impacts on third sectors partners who deliver services included within the EIPS proposals.</p> <p>Update 18/1/11: The impact on partners' service delivery is assessed as having reduced to medium impact as services being reconfigured to address need in targeted areas. Children's Centre budgets currently ring fenced.</p> <p>Partner agencies in the voluntary sector will be expected to fill some of the gaps caused by the reduction of universal services</p>

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Public Perception	Medium negative impact	3	<p>Update 09/02/11: Risk of escalation when reductions actually put into place.</p> <p>Update 18/1/11: This impact is now assessed as medium. The rationale behind this decision to the comments received from public consultation indicates that there is an understanding about the necessity for budget reductions in the current economic climate.</p> <p>17/12/10: High negative impact when effects of cuts take place there is likely to be a loss of reputation and a negative public perception.</p>
Other unintended consequences: list as appropriate			
Technological: Will the change be technologically difficult to implement?	No technological difficulties	1	<p>Update 18/1/11: There are no technological difficulties associated with these proposals.</p> <p>17/12/10: Increased delivery of services by partnership agencies on an integrated basis will need to be supported by integrated IT systems and greater information sharing</p>
Legal: Does the change have a legal impact?	Some legal impact	3	<p>Update 18/1/11: It is now assessed at the lowest level as the proposals continue to fulfil the statutory duties on the local authority.</p> <p>17/12/10: Possibly open to challenge if not seen as meeting</p>

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			sufficiency requirements of service delivery.
Health and Safety: Will the change have a negative impact on health and safety considerations?	No impact on health and safety	1	Update 26/1/11: Impact reduced for H&S as proposed services will target vulnerable groups and vulnerable areas. 17/12/10: Possible risk from reduction in staffing levels and lack of capacity in system to cover minimum staffing requirements in key services. Low risk.
	Total Impact Score	54	