

## Budget Proposals 2015/16: Equality Impact Assessment (EIA) Review of Services for Children with Disabilities

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<b>Business Unit:</b>	<b>Children's Safeguarding</b>	<b>Directorate:</b>	<b>Children's Services</b>
<b>Date started:</b>	<b>February 2014</b>	<b>Date:</b>	<b>September 2014</b>

The council and its partners are facing a significant challenge in the savings it needs to make over the next couple of years. This Equality Impact Assessment (EIA) has been developed as a tool to enable business units to fully consider the impact of their proposals on the community. As a council we need to ensure that we are able to deliver the savings that we need to make while mitigating against any negative or adverse impacts on particular groups across our communities.

This EIA will evidence that the Council have fully considered the impact of the proposed changes and has carried out appropriate consultation on those changes with the key stakeholders. This EIA and the evidence provided within it will allow Councillors to make informed decisions as part of the decision-making process regarding the council's budget.

### Executive Lead / Head Sign off *(when final version):*

<b>Executive Lead(s)</b>	<b>Ken Pritchard</b>	<b>Director of Children's Services:</b>	<b>Richard Williams</b>
<b>Date:</b>		<b>Date:</b>	

**Please Note:** *This EIA is currently a draft document - the potential impacts of the proposal will be fully assessed throughout the consultation. This EIA will be reviewed and updated once the consultation has been undertaken.*

**Summary from Overall Budget Proposals:**

Proposals – Outline	Savings for 2014/15 and 2015/16		Implementation Cost Include brief outline + year incurred	Delivery When will this proposal realise income / savings	Risks / impact of proposals <ul style="list-style-type: none"> <li>• Potential risks</li> <li>• Impact on community</li> <li>• Knock on impact to other agencies</li> </ul>	Type of decision		
	Income £	Budget reduction £				Internal	Minor	Major
<p><b>Review of Kool Club and Quids for Kids clubs</b></p> <p>A review of specialist services which provides services for children with disabilities.</p>		52,000	None	01/04/15	<p>As part of the review of services, there is the potential that some families will no longer receive some services in their current form. This proposal may also result in a reduction in grant for some service providers.</p> <p>The potential impact of this proposal has been explored through consultation. An Equality Impact Assessment has been undertaken in relation to this proposal.</p>			X

## Section 1: Purpose of the proposal/strategy/decision

No	Question	Details
1.	<p><b>Clearly set out the proposal and what is the intended outcome.</b></p>	<p>For children with disabilities and their families Torbay Council has a responsibility for assessing need, where the child meets the criteria for assessment and developing packages of care to meet the needs identified. As part of these packages of care Torbay Council provides a range of day care and domiciliary services, as well as commissioning some services from other providers.</p> <p>In light of changes to national funding arrangements and the removal of the Aiming High funding the Council is currently going through a process of reviewing children’s care packages to ensure they continue to meet identified needs. As a result of this re-assessment of need, some families are now receiving reduced or different but still appropriate assessed packages of care.</p> <p>As part of this review, the services which Torbay Council provides both in house and commissions from other providers have also been reviewed. As a result it is proposed to make the following changes:</p> <ul style="list-style-type: none"> <li>• Terminate the contract for the provision of the Kool Club which is provided by the Lifeworks organisation of Bidwell Brooke Foundation. This service provides social and leisure opportunities for 14 to 18 year olds every fortnight on a Saturday to assist in the development of their life skills to help the transition into adulthood. The service has capacity for 12 young people but currently numbers have declined to 5 young people currently attending. The proposal to terminate this contract has been developed given the current attendance figures for the service.</li> <li>• Terminate the contract for Quids for Kids which is provided by the Citizen’s Advice Bureau. This service was set up to help families with children with a disability aged 0 to 18 increase their income by ensuring they are claiming their full benefit entitlement. The proposal to terminate this contract has been developed as families are able to access universal services which provide the same advice and support to all families. Providing assistance to families in claiming their maximum benefit entitlement is also something which social workers are able to support families with.</li> </ul>
2.	<p><b>Who is intended to benefit / who will be affected?</b></p>	<ul style="list-style-type: none"> <li>• Children with disabilities who are service users of the Children’s Disability service, in particular those who are receiving services from Quids for Kids or attending Kool Club.</li> <li>• Parents / Carers of children with disabilities who are receiving services from Quids for Kids or attending Kool Club.</li> <li>• Lifeworks Organisation of Bidwell Brooke Foundation – Kool Club</li> <li>• Citizen’s Advice Bureau – Quids for Kids</li> </ul>

No	Question	Details
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## Section 2: Equalities, Consultation and Engagement

Torbay Council has a moral obligation as well as a duty under the Equality Act 2010 to eliminate discrimination, promote good relations and advance equality of opportunity between people who share a protected characteristic and people who do not.

The **Equalities, Consultation and Engagement** section ensures that, as a council, we take into account the Public Sector Equality Duty at an early stage and provide evidence to ensure that we fully consider the impact of our decisions/proposals on the Torbay community.

### Evidence, Consultation and Engagement

No	Question	Details																
3.	Have you considered the available evidence?	<p>There are approximately 200 families who have children which receive services from the Children's Disability team.</p> <p><b>Kool Club:</b> Currently there are 5 young people who are attending this provision. The Kool Club is provided every fortnight on a Saturday.</p> <p><b>Quids for Kids:</b> Figures for contact to the service are outlined in the table below:</p> <table border="1"> <thead> <tr> <th>Date</th> <th>Number of contacts</th> <th>Number of repeat contacts</th> <th>Total contacts</th> </tr> </thead> <tbody> <tr> <td>July 2011 to Dec 2011</td> <td>57</td> <td>Not known</td> <td>57</td> </tr> <tr> <td>Jan 2012 to Dec 2012</td> <td>98</td> <td>29</td> <td>127</td> </tr> <tr> <td>Jan 2013 to March 2014</td> <td>47</td> <td>66</td> <td>113</td> </tr> </tbody> </table> <p>Through consultation with the organisations affected, evidence will be collated regarding the number of service users who are accessing each service and this section will be updated accordingly.</p>	Date	Number of contacts	Number of repeat contacts	Total contacts	July 2011 to Dec 2011	57	Not known	57	Jan 2012 to Dec 2012	98	29	127	Jan 2013 to March 2014	47	66	113
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No	Question	Details
4.	<p><b>How will / have you consulted on the proposal?</b></p>	<p>Targeted consultation has taken place with the following:</p> <ul style="list-style-type: none"> <li>• Current clients of the services affected and their families</li> <li>• Current providers of the service (Lifeworks Organisation and Citizen’s Advice Bureau)</li> <li>• General public via the Council’s general budget consultation</li> </ul> <p>A questionnaire was compiled and sent to families with children and young people with disabilities that are registered with the Torbay Children’s Disability Service. Also a mail shot to all families that are registered on the Torbay Disability Register ‘DeCiDe’.</p> <p>The letter which accompanied the questionnaire gave an outline of the need to respond to the questionnaire as a response to the overall proposal.</p> <p>The letters went out to families on 19<sup>th</sup> December 2013 with a return date of 16<sup>th</sup> January 2015. There were 300 mail outs to families on 19<sup>th</sup> December 2013. Up to the 16<sup>th</sup> January 2015, 15 completed questionnaires were returned. The services included Day Care Service sections, Torbay Special Needs Play scheme, Torbay Special Needs Saturday Club, Torbay Sensory group, Torbay Inclusion Project, Torbay CIS Befriending Service, Direct Payments, Kool Club and Quids for Kids Project.</p> <p>In addition to this 180 letters were sent to all families who were known to Torbay Children with Disabilities service about the proposal to cut Quids for Kids and Kool Club.</p>
5.	<p><b>Outline the key findings</b></p>	<p>Due to the sensitivity of the proposed consultation, specific responses from respondents are not included in this Equality Impact Assessment. However, they have all been considered and summarised within this document.</p> <p>There were 9 responses received expressing concern around proposed cuts to Quids for Kids from current service users. All stating that they found the current service invaluable.</p> <p>Responses were also received from the Cool Club and Citizens Advice Bureau concerning the proposal which have been attached to this Equality Impact Assessment for information.</p>

No	Question	Details
6.	What amendments may be required as a result of the consultation?	<p>Lifeworks ( who is the Operator of the Kool Club), wish to continue to provide a Kool Club in the Torbay area. They will be willing to do so on an individual spot purchasing basis or through Direct Payments for the 5 Young People that are currently attending. Any future referrals at a subsidised cost of £1,200 per annum per member, utilising the arrangement set out above.</p> <p>The alternative arrangement would be to make operational changes to the current in-house resource known as the Saturday Club to meet the needs of the young people who currently attend both the current Saturday Club and Kool Club.</p> <p>In relation to the Quids for Kidz proposal it would be reasonable for the Council to expect the Citizens Advice Bureau to deliver a service to Children with Disabilities as part of their every day service.</p>

#### Positive and Negative Equality Impacts

No	Question	Details		
7.	Identify the potential positive and negative impacts on specific groups			
		Positive Impact	Negative Impact	Neutral Impact
	Older or younger people		Young people receiving services from Kool Club will be affected by this proposal as alternative provision may need to be secured. Any change in service provision may cause some anxiety and distress to young people accessing this service.	Young people receiving services from Kool Club will be affected by this proposal as alternative provision may need to be secured. Any change in service provision may cause some anxiety and distress to young people accessing this service. The potential impact of these proposals has been explored through the consultation. No responses were received from service users

No	Question	Details	
	People with caring responsibilities	Benefits advice and support is available through other universal services.	<p>There is the potential that if families are not able to access benefits advice from universal services they will not be able to maximise their full benefit entitlement and potentially receive less income.</p> <p>Benefits advice and support is available through other universal services, including the internet, Citizens Advice Bureau Universal Services, Family Information Service or via allocated Social Worker.</p>
	People with a disability		<p>Young people with a disability receiving services from Kool Club will be affected by this proposal as alternative provision may need to be secured. Any change in service provision may cause some anxiety and distress to young people accessing this service.</p> <p>Any change in service provision may cause some anxiety and distress to young people accessing this service</p> <p>Families are able to continue to receive access to advice and support to enable them to continue to apply for the maximum benefit entitlement. Benefits advice and support is available through other universal services, including the internet, Citizens Advice Bureau Universal Services, Family Information Service or via allocated Social Worker.</p> <p>Young people with a disability receiving services from Kool Club will not be affected by this proposal as new arrangements can be entered into through the use of spot purchasing or utilisation of Direct Payments.</p> <p>Any change in service provision may cause some anxiety and distress to young people accessing this service.</p>
	Women or men		No differential impact identified at this stage

No	Question	Details	
	People who are black or from a minority ethnic background (BME)		No differential impact identified at this stage
	Religion or belief (including lack of belief)		No differential impact identified at this stage
	People who are lesbian, gay or bisexual		No differential impact identified at this stage
	People who are transgendered		No differential impact identified at this stage
	People who are in a marriage or civil partnership		No differential impact identified at this stage
	Women who are pregnant / on maternity leave		No differential impact identified at this stage
	Socio-economic impacts (Including impact on child poverty issues and deprivation)	Benefits advice and support is available through other universal services.	<p>There is the potential that if families are not able to access benefits advice from universal services they will not be able to maximise their full benefit entitlement and potentially receive less income.</p> <p>Families are able to continue to receive access to advice and support to enable them to continue to apply for the maximum benefit entitlement. Benefits advice and support is available through other universal services, including the internet, Citizens Advice Bureau Universal Services, Family Information Service or via allocated Social Worker</p> <p>Benefits advice and support is available through other universal services, including the internet, Citizens Advice Bureau Universal Services, Family Information Service or via allocated Social Worker.</p>
	Public Health impacts (How will your proposal impact on		No differential impact identified at this stage



No	Question	Details	
	the general health of the population of Torbay)		
<b>8a.</b>	<b>Cumulative Impacts – Council wide</b> (proposed changes elsewhere which might worsen the impacts identified above)	None identified	
<b>8b.</b>	<b>Cumulative Impacts – Other public services</b> (proposed changes elsewhere which might worsen the impacts identified above)	Other proposals in relation to the wider contract with Citizen’s Advice Bureau may mean that they are not able to provide the range of universal advice services currently available.	

### Section 3: Mitigating action

No	Action	Details
<b>9.</b>	<b>Summarise any negative impacts and how these will be managed?</b>	<p>Families whose children are accessing the Kool Club have be consulted in relation to potential alternative provision to mitigate against potential impact. There are no negative impacts to this proposal as new arrangements can be entered into through he use of spot purchasing or utilisation of Direct Payments.</p> <p>Families who are accessing Quids for Kids will be signposted to universal services where similar services are available to advise regarding benefit claims. Support, information and advice will also be provided by social workers, who are working with the families on a regular basis.</p>

### Section 4: Monitoring

No	Action	Details
<b>10.</b>	<b>Outline plans to monitor</b>	

	<b>the actual impact of your proposals</b>	The impact of these proposal will be monitored through the Annual Review of the Child's Care Package
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**Section 5: Recommended course of action – *TO BE COMPLETED WHEN ALL SECTIONS COMPLETE AND EIA FINALISED***

<b>No</b>	<b>Action</b>	<b>Outcome</b>	<b>Tick ✓</b>	<b>Reasons/justification for recommended action</b>
11.	<p><b>State a recommended course of action</b> Clearly identify an option and justify reasons for this decision. The following four outcomes are possible from an assessment (and more than one may apply to a single proposal). Please select from the 4 outcomes and justify the reasons for your decision</p>	<p><b>Outcome 1: No major change required - EIA</b> has not identified any potential for adverse impact in relation to equalities and all opportunities to promote equality have been taken</p>		
		<p><b>Outcome 2: Adjustments to remove barriers –</b> Action to remove the barriers identified in relation to equalities have been taken or actions identified to better promote equality</p>		
		<p><b>Outcome 3: Continue with proposal -</b> Despite having identified some <u>potential</u> for adverse impact / missed opportunities in relation to equalities or to promote equality. Full justification required, especially in relation to equalities, in line with the duty to have 'due regard'.</p>		<p>(1) As a result of the consultation, minimal negative impact has been identified in relation to the Kool Club. There are a very small number of you people accessing the service and this has been mitigated against the new proposed arrangements of spot purchasing and use of Direct Payments.</p> <p>(2) As a result of the consultation in relation to Quids for Kidz, the Council should consider whether to accept that the Citizens Advice Bureau can deliver the current bespoke service through their every day advice service.</p>

		<b>Outcome 4: Stop and rethink</b> – EIA has identified actual or potential unlawful discrimination in relation to equalities or adverse impact has been identified		
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