

Equality Impact Assessment Form

[screeintip-sectionA](#)

1. Document Control

1. Control Details

Title:	Receipt of direct award from the Clinical Commissioning Group to deliver a Behavioural and Emotional Mental Health service
Author (assigned to Pentana):	Shelley Nicholls
Director:	Helen Blackman
Department:	Children and Families
Service Area:	Childrens Integrated Services
Contact details:	Shelley.nicholls@Nottingham.city.gov.uk
Strategic Budget EIA: Y/N	N
Exempt from publication Y/N	Y

2. Document Amendment Record

Version	Author	Date	Approved
1	Shelley Nicholls		

3. Contributors/Reviewers

Name	Position	Date
Shelley Nicholls/Wilf Fearon	Joint Heads of Service – Early Help	
Christine Green	Strategic Finance Business Partner (Childrens & Education)	

4. Glossary of Terms

Term	Description

[screentip-sectionB](#)

2. Assessment

1. Brief description of proposal / policy / service being assessed

This relates to the change in commissioning arrangements by the Clinical Commissioning Group of the Behavioural and Emotional Health (BEH) service which has been delivered previously by Nottingham CityCare Partnership to provide a range of support options for children and young people and their families, where a child or young person presents with behaviour which is indicative of ASD and/or ADHD. The service supports the local Behavioural Emotional Mental Health (BEMH) pathway by responding to referrals where there is evidence of this behaviour and the service provides 1:1 support and parenting programmes.

When the previous service provider gave notice the CCG approved a direct award contract for 2 years to the City Council commencing 1 April 2020 with an annual contract value of £377,000. This short term approach has been agreed to allow continuity of service whilst the CCGs across Nottingham and Nottinghamshire review the service offer provided to the specific cohort of the population accessing this and other services. Therefore with this in mind, the CCGs approved the 24 month contract with a requirement for a 3 months' Notice Period (for termination under General Condition 17.2).

The rationale for locating this area of responsibility under the Service Manager for Early Help is to provide the swiftest and earliest response to families and children which maximises existing provision, makes sense to families and reserves more specialist interventions and referrals to paediatricians for the appropriate cases The direct award has been made for 2 years prior to a full

commissioning/tender process taking place.

screeentip-sectionC

2. Information used to analyse the effects on equality:

As the service was previously held by an NHS provider we did not have access until the transition took place to the details of outstanding referrals into the service. However, accepting the award gives us the opportunity to develop the service in line with our Family Support pathway , creating better outcomes for families who have particular vulnerabilities . Having TUPEd some of the existing post holders across into NCC we are able to cross reference health and Childrens Services data and information to ensure support is offered to families commensurate with their diverse needs.

3. Impacts and Actions:

<u>screeentip-sectionD</u>	Could particularly benefit X	May adversely impact X
People from different ethnic groups.		<input type="checkbox"/>
Men	<input type="checkbox"/>	<input type="checkbox"/>
Women	<input type="checkbox"/>	
Trans	<input type="checkbox"/>	<input type="checkbox"/>
Disabled people or carers.	x	<input type="checkbox"/>
Pregnancy/ Maternity	<input type="checkbox"/>	<input type="checkbox"/>
People of different faiths/ beliefs and those with none.	<input type="checkbox"/>	<input type="checkbox"/>
Lesbian, gay or bisexual people.	<input type="checkbox"/>	<input type="checkbox"/>
Older	<input type="checkbox"/>	<input type="checkbox"/>
Younger	x	

<p>Other (e.g. marriage/ civil partnership, looked after children, <u>cohesion/ good relations, vulnerable children/ adults</u>).</p> <p><i>Please underline the group(s) /issue more adversely affected or which benefits.</i></p>	<p>x</p>	<p><input type="checkbox"/></p>
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<p style="text-align: right;"><u>screeentip-sectionE</u></p> <p>How different groups could be affected (Summary of impacts)</p>	<p style="text-align: right;"><u>screeentip-sectionF</u></p> <p>Details of actions to reduce negative or increase positive impact (or why action isn't possible)</p>
<p>Specific Impacts on citizens may include:</p> <ul style="list-style-type: none"> accepting the award gives us the opportunity to develop the service, create better outcomes for families who need support for and with children with particular behavioural and emotional mental health difficulties , including signposting them for paediatric assessment and treatment. <p>There are no anticipated impacts on City Council staff – the funding enables us to strengthen the workforce by recruiting to 5 vacant posts and train colleagues in evidence-based programmes which will provide greater expertise in our workforce.</p>	<p>As the service develops we will work with all stakeholders, including families, to ensure that service delivery is responsive to particular and diverse needs.</p> <p>By embedding this service at our 'front door' to Children's Services and maximising a service offer which is coherent with our family support pathway we will be in a good position to bid when the service is put out for tender in 2 years' time.</p>

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4. Outcome(s) of equality impact assessment:

X	No major change needed	<input type="checkbox"/>	Adjust the policy/proposal
	Adverse impact but continue	<input type="checkbox"/>	Stop and remove the policy/proposal

5. Arrangements for future monitoring of equality impact of this proposal / policy / service:

This assessment will be updated with additional analysis as we continue to build up and develop the service in line with the service specification agreed with the CCG

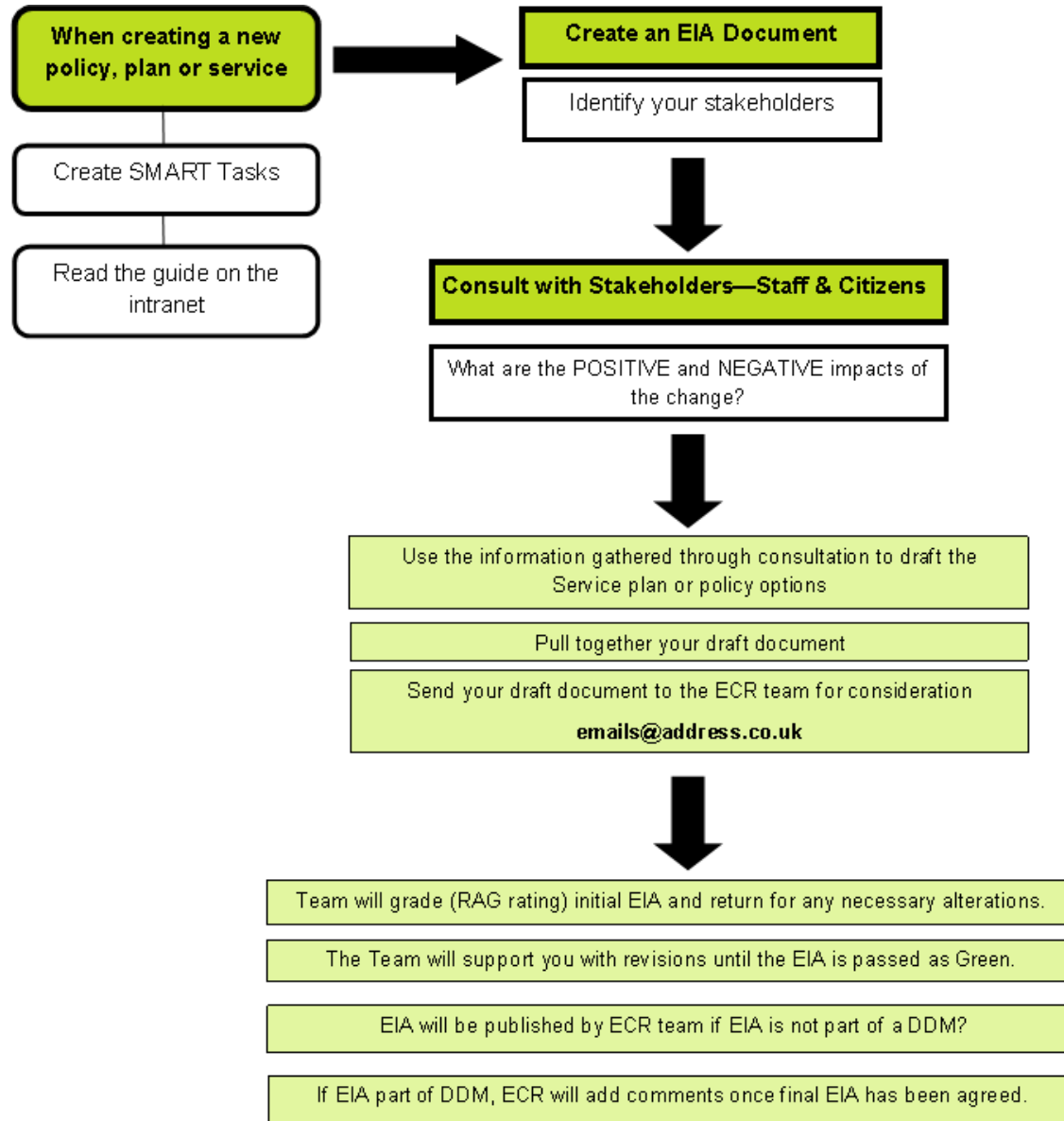
6. Approved by (manager signature) and Date sent to equality team for publishing:

<p>Approving Manager: Shelley Nicholls - 07960821304 Shelley.nicholls@nottinghamcity.gov.uk</p> <p>The assessment must be approved by the manager</p>	<p>Date sent for scrutiny: Send document or Link to: equalityanddiversityteam@nottinghamcity.gov.uk</p>
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responsible for the service/proposal. Include a contact tel & email to allow citizen/stakeholder feedback on proposals.	
SRO Approval: Helen Blackman helen.blackman@nottinghamcity.gov.uk	Date of final approval:

Before you send your EIA to the Equality and Community Relations Team for scrutiny, have you:

1. Read the guidance and good practice EIA's
<http://intranet.nottinghamcity.gov.uk/media/1924/simple-guide-to-eia.doc>
2. Clearly summarised your proposal/ policy/ service to be assessed.
3. Hyperlinked to the appropriate documents.
4. Written in clear user-friendly language, free from all jargon (spelling out acronyms).
5. Included appropriate data.
6. Consulted the relevant groups or citizens or stated clearly, when this is going to happen.
7. Clearly cross-referenced your impacts with SMART actions.



KEY
EIA— Equality Impact Assessment
ECR— Equality & Community Relations Team
DDM—Delegated Decision Making