

Equality Impact Assessment Form (Page 1 of 2)

Title of EIA / DDM: To commission a service to provide resources, befriending and hosting for families with children on the edge of care

Name of Author: Marie Cann-Livingstone

Director: Helen Blackman

Strategic Budget EIA: Yes

Department: Children and Adults

Service Area: Director of Children's Integrated Services

Author (assigned to Covalent): Helen Blackman

Brief Description of proposal /policy/ service being addressed:

In 2015, Nottingham City Council chose to participate in a three-year pilot Public Social Partnership Service Agreement between Dartington Social Research Unit, Nottingham City Council and Safe Families for Children part-funded by the Department for Education. The pilot has evaluated well in both in an internal evaluation carried out by Nottingham City Council and in an external evaluation carried out by Dartington Social Research Unit. Approval is sought through the corresponding DDM to procure a similar service to reduce the flow of children into care in Nottingham.

Nottingham City Council hopes to commission an organisation to provide early help and support for children on the edge of care (or with a real possibility that they may escalate to this status) with the aim of preventing child abuse and neglect, stabilising families at times of crisis and reducing the flow of children into care. The service will provide a package of support which will include the provision of:

- a) Donated resources and volunteer labour eg paint and people to decorate a child's bedroom.
- b) Volunteer befriending and mentoring to reduce the potential for a 'difficult patch' escalating into a crisis.
- c) Volunteer host families as an alternative to a short-term fostering placement to reduce the flow of children into the care system.

The DDM asks for approval to:

- a) Continue the existing service for a period of three-months.
- b) Carry out a procurement process for a similar service for a period of two years plus the option to extend for a further one year plus one year whilst a new service is commissioned.

Information used to analyse the effects on equality:

The service will target families with children aged 15 and under, who are not on a child protection plan and who have not been subject to extensive abuse or neglect. It is both:

- an early help intervention – to help stop problems escalating where children are at risk of going into care; and
- an edge of care intervention – to prevent the need for children to be taken into care (as an alternative to Section 20)

| | Could particularly benefit X | May adversely impact X | How different groups could be affected (Summary of impacts) | Details of actions to reduce negative or increase positive impact (or why action isn't possible) |
|------------------------------|---|---|---|--|
| People from different ethnic | <input checked="" type="checkbox"/> | <input type="checkbox"/> | 1. It is expected that the planned | 1. Although there will be a threshold for |

| | | |
|--|-------------------------------------|--------------------------|
| groups. | | |
| Men | <input type="checkbox"/> | <input type="checkbox"/> |
| Women | <input type="checkbox"/> | <input type="checkbox"/> |
| Trans | <input type="checkbox"/> | <input type="checkbox"/> |
| Disabled people or carers. | | <input type="checkbox"/> |
| Pregnancy/ Maternity | | <input type="checkbox"/> |
| People of different faiths/ beliefs and those with none. | <input checked="" type="checkbox"/> | <input type="checkbox"/> |
| Lesbian, gay or bisexual people. | <input type="checkbox"/> | <input type="checkbox"/> |
| Older | <input type="checkbox"/> | <input type="checkbox"/> |
| Younger | <input checked="" type="checkbox"/> | <input type="checkbox"/> |
| Other (e.g. marriage/ civil partnership, <u>looked after children</u> , cohesion/ good relations, <u>vulnerable children/ adults</u>). <i>Please underline the group(s) /issue more adversely affected or which benefits.</i> | <input checked="" type="checkbox"/> | <input type="checkbox"/> |

service will have a significant positive impact through support to our most vulnerable children and families with children aged 15 and under. The service should reduce the flow of children into the care system thus reducing the number within the care system.

2. The existing provider is a faith organisation. It is possible that the new service provider may be a faith organisation. Although this can have many merits (eg access to many willing volunteers), it may also create a barrier to full engagement in the service by those with no faith or different faiths.

access to the service, a range of other services will be available for those children and families that don't meet the criteria, including:

- Social workers
- Early Help Services
- Family support workers
- Education-based support
- Play and Youth Services
- Family Support Workers in targeted teams
- Voluntary sector play and youth organisations.

Action: Put together a map of services across the City to ensure that professionals are aware of all services and thresholds and where to signpost / refer into.

Timescale: To be completed by July 2018 (when the service is due to commence).

2a. The provider must ensure that its operational staff and volunteer recruitment policies are inclusive to all faiths and those with no religion.

Action – All organisations applying for the tender will have to submit recruitment policies, volunteer policies and equalities policies as part of the selection process.

Timescale: At application stage and ongoing monitoring.

2b. The provider must ensure that staff and volunteers are sensitive and respectful of the views and needs of citizens, religious or otherwise.

Action – All organisations applying for the tender will have to submit recruitment policies, volunteer policies and equalities policies as part of the selection process.

Timescale: At application stage and ongoing monitoring.

Staff and volunteers who have contact

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| | | | <p>Nottingham has rich diversity amongst its citizens. However, the number of children entering care is not exactly representative of the Nottingham's population. The characteristics of the Children in Care population in Nottingham as at September 2016 was as follows:</p> <ul style="list-style-type: none">• Age – 33% (lower % than national average) were aged 11-15 (n=202) and approximately 46% (higher than national average) were aged 0-10 (n=278).• 55% were male (n=333) and 45% female (n=272).• 65% were 'White' (n=393), 18% were 'Mixed' (n=109), 8% were 'Black' (n=48), 4% were 'Asian' (n=24) and 3% were categorised as 'Other' (n=18). This means that 'White' and 'Other' were over-represented in the care population as compared to the local, general population. 'Asian' children were under-represented.• 59% had special educational needs and / or disabilities. | <p>with children and / or vulnerable adults will be recruited by the provider and where befriending, mentoring or hosting is provided, volunteers will be trained in a similar way to foster carers. All staff and volunteers will be subject to a seven stage safeguarding process including DBS checks, references and interview by a panel.</p> <p>Recruiting a suitable mix of staff and volunteers that reflect the diversity of Children in Care in Nottingham will form a key aspect of the contract; this will include, but is not limited to, gender, sexual orientation, ethnicity, disability, religious belief, age etc. Families will be offered the service on a case-by-case basis based on level of need; involvement has be consensual.</p> <p>Action: This data will be captured in quarterly monitoring forms. The provider must have an inclusive recruitment policy for their volunteers and staff and must not discriminate against any protected groups.</p> <p>Timescale: At application and during quarterly monitoring.</p> |
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Outcome(s) of equality impact assessment:

- No major change needed
- Adjust the policy/proposal
- Adverse impact but continue
- Stop and remove the policy/proposal

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

Referrals to, and action taken by, the service provider will be monitored on an ongoing basis. Volunteer numbers and volunteer mix will be similarly monitored to ensure that all measures are taken to ensure that employees and volunteers are representative of the diversity of Nottingham.

Approved by (manager signature):

Helen Blackman, Director of Children's Social Care.

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Advice only

Marie Cann-Livingstone, Teenage Pregnancy and Early Intervention Specialist

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Date sent to equality team for publishing:

12 February 2018

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://www.nottinghamcity.gov.uk/article/25573/Equality-Impact-Assessment>
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.