

Equality impact assessment (EIA) form: evidencing paying due regard to protected characteristics

(Form updated October 2023)

Reduction of Children & Families Support worker posts

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যদি আপনি এই ডকুমেন্ট অন্য ভাষায় বা ফরমেটে চান, তাহলে দয়া করে আমাদেরকে বলুন।

如欲索取以另一語文印製或另一格式製作的資料，請與我們聯絡。

اگر آپ کو معلومات کسی دیگر زبان یا دیگر شکل میں درکار ہوں تو برائے مہربانی ہم سے پوچھئے۔

Equality Impact Assessments (EIAs) are public documents. EIAs accompanying reports going to County Councillors for decisions are published with the committee papers on our website and are available in hard copy at the relevant meeting. To help people to find completed EIAs we also publish them in the Equality and Diversity section of our website. This will help people to see for themselves how we have paid due regard in order to meet statutory requirements.

Name of Directorate and Service Area	C&YPS children & Families Service Early Help
Lead Officer and contact details	Barbara Merrygold Head of Early Help Barbara.merrygold@northyorks.gov.uk 01609798331
Names and roles of other people involved in carrying out the EIA	Mel Hutchinson Paul Carswell, simon Osman, Simone Wilkinson
How will you pay due regard? e.g. working group, individual officer	Working group
When did the due regard process start?	May 2024

Section 1. Please describe briefly what this EIA is about. (e.g. are you starting a new service, changing how you do something, stopping doing something?)

Proposed savings to be achieved within C&YPS. More effective delivery of Family time sessions using our embedded practice model "Family Seeing" By identifying a strong family network around the child enabling Family time to be supported and delivered by family members who love the child reducing the number of family time activity being delivered by professionals. Going forward only those children at significant risk of harm will require Family time to be delivered by a professional who is not known to the child.

Section 2. Why is this being proposed? What are the aims? What does the authority hope to achieve by it? (e.g. to save money, meet increased demand, do things in a better way.)

Reduction of Children's and Families Support Worker's roles from 65 fte to 50 fte To achieve proposed budget saving by the reduction of 15 fte posts.

Over the last 12 months detailed analysis has taken place reviewing the delivery of family time, a time and motion study and a review of working practice. It is evident that due the service can achieve these efficiencies through the current holding of vacancies as practitioners leave and reviewing the working patterns of future roles employing a greater number of part time posts to cover afternoon and early evening activities which is when the greater number of sessions are required

Alongside this all workers across C&F service have received significant training in family seeing enabling practitioners to be confident in identifying a safe family network who can provide support and care around the child which will lead to the reduction in the amount of supervised family time.

Section 3. What will change? What will be different for customers and/or staff?

We will continue to meet the requirement of supervised family time through efficiencies following the review however moving to the family seeing model will ensure a great number of children will be supported by people within their network who are known and already love and care for the child. This trauma informed approach will improve the outcomes of children in care providing them with a secure family network of support.

Savings will be achieved through the holding of vacancies offering progression opportunities within the service which will have no impact on staff. Future recruitment of posts will consider increasing the number of part time posts to accommodate the needs of the children in care and their families. .

Section 4. Involvement and consultation (What involvement and consultation has been done regarding the proposal and what are the results? What consultation will be needed and how will it be done?)

Families of children in care have been involved in a research project to develop and embed the family seeing model.

A 12-month review of family time activities was undertaken between April 2023 and April 2024 to ascertain the number of workers required to enable continuous service delivery

Section 5. What impact will this proposal have on council budgets? Will it be cost neutral, have increased cost or reduce costs?

Please explain briefly why this will be the result.

Reduction of costs see section 2

Section 6. How will this proposal affect people with protected characteristics?	No impact	Make things better	Make things worse	Why will it have this effect? Provide evidence from engagement, consultation and/or service user data or demographic information etc.
Age		x		Increased care and support for children 0-18 from people known to the child within their family network ensuring the child receives support from family members who love and care for the child
Disability		x		Increased care and support for children 0-18 from people known to the child within their family network ensuring the child receives support from family members who love and care for the child
Sex	x			
Race		x		Increased care and support for children 0-18 from people known to the child within their family network ensuring the child receives support from family members who love and care for the child
Gender reassignment	x			Increased care and support for children 0-18 from people known to the child within their family network ensuring the child receives support from family members who love and care for the child

Sexual orientation	x			Increased care and support for children 0-18 from people known to the child within their family network ensuring the child receives support from family members who love and care for the child
Religion or belief	x			Increased care and support for children 0-18 from people known to the child within their family network ensuring the child receives support from family members who love and care for the child
Pregnancy or maternity		x		
Marriage or civil partnership		x		

Section 7. How will this proposal affect people who...	No impact	Make things better	Make things worse	Why will it have this effect? Provide evidence from engagement, consultation and/or service user data or demographic information etc.
..live in a rural area?		x		Reduction in the amount of travel for children to attend family time sessions. Children in care being supported to spend time with their family by people already known to them who they feel safe, loved and carer for.
...have a low income?	x			
...are carers (unpaid family or friend)?		x		Increased care and support for children 0-18 from people known to the child within their family network ensuring the child receives support from family members who love and care for the child
..... are from the Armed Forces Community		x		Increased care and support for children 0-18 from people known to the child within their family network ensuring the child receives support from family members who love and care for the child

Section 8. Geographic impact – Please detail where the impact will be (please tick all that apply)	
North Yorkshire wide	x

Craven	
Hambleton	
Harrogate	
Richmondshire	
Ryedale	
Scarborough	
Selby	
If you have ticked one or more areas, will specific town(s)/village(s) be particularly impacted? If so, please specify below.	

<p>Section 9. Will the proposal affect anyone more because of a combination of protected characteristics? (e.g. older women or young gay men) State what you think the effect may be and why, providing evidence from engagement, consultation and/or service user data or demographic information etc.</p> <p>No</p>

<p>Section 10. Next steps to address the anticipated impact. Select one of the following options and explain why this has been chosen. (Remember: we have an anticipatory duty to make reasonable adjustments so that disabled people can access services and work for us)</p>	<p>Tick option chosen</p>
<p>1. No adverse impact - no major change needed to the proposal. There is no potential for discrimination or adverse impact identified.</p>	<p>x</p>
<p>2. Adverse impact - adjust the proposal - The EIA identifies potential problems or missed opportunities. We will change our proposal to reduce or remove these adverse impacts, or we will achieve our aim in another way which will not make things worse for people.</p>	
<p>3. Adverse impact - continue the proposal - The EIA identifies potential problems or missed opportunities. We cannot change our proposal to reduce or remove these adverse impacts, nor can we achieve our aim in another way which will not make things worse for people. (There must be compelling reasons for continuing with proposals which will have the most adverse impacts. Get advice from Legal Services)</p>	
<p>4. Actual or potential unlawful discrimination - stop and remove the proposal – The EIA identifies actual or potential unlawful discrimination. It must be stopped.</p>	
<p>Explanation of why option has been chosen. (Include any advice given by Legal Services.)</p> 	

Section 11. If the proposal is to be implemented how will you find out how it is really affecting people? (How will you monitor and review the changes?)

Working group established to monitor progress of family time.

Feedback from children and their families.

Data to provide evidence that children reunified with family members within their network.

Section 12. Action plan. List any actions you need to take which have been identified in this EIA, including post implementation review to find out how the outcomes have been achieved in practice and what impacts there have actually been on people with protected characteristics.				
Action	Lead	By when	Progress	Monitoring arrangements
Ongoing review of vacant posts to achieve required reduction of establishment.	Group Managers Early Help	March 2025	Reduction of posts now achieved – December 2024	Monthly catch ups by HoS with Group Managers
Establishment of Family Time Group to ensure model of Family seeing & early identification of network is well embedded across the whole C&F service	SEHC Early Help	In place	Established September 2024 ongoing	Quarterly feedback to C&F SLT

Section 13. Summary Summarise the findings of your EIA, including impacts, recommendation in relation to addressing impacts, including any legal advice, and next steps. This summary should be used as part of the report to the decision maker

The EIA demonstrates that there will be no adverse impact to children coming into care and their families- the EIA demonstrates that the impact to these children will be positive.

The reduction of posts will be managed through vacancies ensuring that there will be no adverse impact to staff members.

Section 14. Sign off section

This full EIA was completed by:

Name: Barbara Merrygold
Job title: Head of Early Help
Directorate: C&YPS

Signature:

Completion date: 06th January 2024

Authorised by relevant Assistant Director (signature):

Date: 08.01.25