

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

(Form updated May 2015)

Disabled Children's Services Realignment

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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 پوچھیے۔

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	Children and Young People's Service - Inclusion
Lead Officer and contact details	Jane Le Sage Assistant Director Inclusion – CYPS
Names and roles of other people involved in carrying out the EIA	Eve Walker – Service Development Manager Katherine Jane Clarke – Registered Inclusion Manager Vicki Connelly – Project Manager

How will you pay due regard? e.g. working group, individual officer	Considerations when developing proposals. During public consultation, and following this, consideration will be undertaken to any equalities impact prior to any decisions being taken
When did the due regard process start?	The governance framework around developing the consultation for the proposed Children's Resource Centre Realignment began in November 2017, following the original consultation for the Disabled Children's Service strategy which took place in 2015 and included options for the proposed closure of 1 or more Children's Resource Centres.

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?)

This EIA considers the impact of the changes arising from the proposed changes of the current Children's Resources Centres which provide services and support to disabled children, young people and their families/carers.

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.)

What is being proposed?
The proposal is to develop the Annex building located at Nidderdale Children's Resource Centre to accommodate Children and Young people whose needs are currently being met at the Nidderdale House Satellite Service at Beck House (Harrogate), and The Ghyll (Skipton).

Why is it being proposed?
The review of this service area commenced as a result of reductions in the budget requiring savings to be made. However, the review has been approached on the basis of improving services available to disabled children and young people and their families.

The improvements will aid the ability to provide the changes proposed through the revised Hub Delivery Model by enabling a range of services in order to meet needs more appropriately and provide greater opportunities for young people to access different activities whilst receiving their short breaks.

What does the authority hope to achieve by it?
The Council is ambitious for disabled children, young people and their families and seeks to modernise and improve the environment in which services for disabled children and young people are delivered.
The proposed developments also seek to make efficiencies and save money due to reduced budgets for services for disabled children and young people as part of the Council's 2020 programme whilst ensuring that the Council's statutory duties are still met.

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

The key areas which will change for customers and staff are:

- Short breaks will be enhanced by equipment and resources being used from one site to

develop experiences for young people using Children's Resource Centres, and increase consistency within the service.

- More centralised provision and creation of fluidity as staff are centralised in one location
- More fluid service on site where young people can visit each other and develop skills without being hindered by building layouts and distance.
- Opportunities for children, young people and their families to engage with peers - Beck and Nidd are currently separated based on disability rather than friendship and age groups. Developing the annex provides more opportunities for children to mix and develop similar skills and interests and participate in group work etc.
- Creation of an outreach service within Skipton
- Staff and young people will have a stronger sense of identity by being on one site.
- Reduction in staff mileage claims as staff won't be travelling between establishments
- Revised staffing structures for support staff to accommodate transition of children and young people (reduction in number of sleep in staff required)
- Reduction in fixed staff e.g. maintenance, cook etc plus Registered Manager and Deputy Manager.
- Extension of carpark to accommodate additional traffic
- Location for Children and Young People accessing support and provision
- More cohesive team, with better coordination of Hub activities (currently confusing over separate sites).

Transport would change for

- Children who access provision at Beck House and attend Springwater will no longer be able to walk to and from resource centres—
- The Ghyll families are predominately 20 miles away from Nidderdale Children's Resource Centre, three current users live further away. There are a few current users who live further away and would be required to travel up to 30 miles.
- Staff at the Ghyll would travel to an alternative working environment at Nidderdale House which would be reimbursed in line with the corporate policy by NYCC for 12 months

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?)

Previous Consultation:

Current Families and staff were consulted on the proposed strategy in 2015.

In October 2016 and March 2017 families were engaged with around the Hub Model and using CRC's differently. March 2017 was open to all DCS families in general.

Included option of possible closure (2015)

[Current consultation](#)

- 90 day consultation with families/care providers of children and young people accessing provision at Nidderdale House, Beck House and The Ghyll, as well as all families/care providers of disabled children within North Yorkshire.

- 30 day staff consultation for staff who are currently located at The Ghyll Children's Resource Centre. The Authority deems that it is not necessary to undertake consultation with staff currently working at Nidderdale House and Beck House as they are resourced under one rota covering both sites.

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

Cost Neutral – No

Increase Cost – No

Reduced Cost - Yes

Please explain briefly why this will be the result.

- Increased mileage claims – staff will be travelling to Nidderdale House (who previously worked at the Ghyll) There may be some deployment opportunities at Nidderdale House which would result in some initial mileage costs for a protected period of 1 Year. These would not be ongoing costs once the protected period has ended.
- Reduced mileage claims – staff won't be travelling between Nidderdale and Beck House. Currently staff work across 2 sites and may travel in between the sites which incurs travel costs. By merging the sites the mileage between 2 sites will be no longer be claimed.
- Reduction in fixed staffing costs
- Possible reduction in support staffing costs. The Ghyll is currently running with significant vacancies. These will not be filled if the decision to close the Ghyll is approved. There would be minimal deployment options. There would be initial costs incurred by redundancy and retirement costs for remaining staff members but longer term these costs would be savings. Support staff would include general assistant, handyman and cook.

Overall budget for disabled children, young people and their families will be reduced between 2018-19 and 2019-2020.

The expected total funding to be released is £327,500 to be released into the Capital Programme.

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	X	X	<p>Children, Young People and Their Families:</p> <p>In the short term there is a potential for negative impact on children and young people and their carers who have been used to the traditional services as change can be seen as challenging. However, it is anticipated the benefits afforded by improved services and facilities will mitigate the impact on a longer term basis. Further work to identify the specific impacts will be undertaken as the consultation progresses.</p> <p>Staff currently working at They Ghyll:</p>

				<p>Staff currently working at the Ghyll will have further to travel during their commute to work</p> <p>Different work base may create disruption.</p> <p>Majority of staff working at The Ghyll are over 50 years of age and work part time hours –the amount of travel for the percentage of hours worked will increase.</p> <p>It is likely to have a higher proportion of impact upon staff in this category given the current staffing profile, however, the Authority will comply with the legislation.</p>
Disability		X	X	<p>Children, Young People and Their Families: The development will represent an improvement in provision. Needs will continue to be met locally through development of an outreach service in Skipton.</p> <p>Centralising CRC provision in the Harrogate area could mean longer journeys from home for some children and young people.</p> <p>A lift will be installed to allow young people to access different floors and enable further interaction with peersmix.</p> <p>Kitchen will have height adjustable layouts – hobs etc. to provide more opportunities to participate in cooking and independence work (current kitchen is inadequate as young people in chairs cant access easily).</p> <p>New building will have a “safe space” which the current buildings don’t have. This will negate the current use of bedrooms for safe space which can provide mixed messages to children.</p> <p>Access to the grounds – developing an allotment, woodland walk and current sensory gardens.</p> <p>Positive Impact on Staff: There will be a positive impact for any staff with disabilities as the newly refurbished annex will be fitted with a lift.</p> <p>Negative Impact on Staff: There is a potential negative impact for staff due to extended travel/commuting time.</p>
Sex (Gender)	X			No identified impacts. The current population of

				the CRCs there is a higher proportion of males to females.
Race	X			It is anticipated there would be no identifiable impact on specific ethnic groups as a result of the project, however the LA will look at the profile of specific groups potentially affected to see if there are any differences and build them into the options accordingly throughout the consultation.
Gender reassignment	X			No identified impacts
Sexual orientation	X			No identified impacts
Religion or belief	X			No identified impacts
Pregnancy or maternity	X			No identified impacts
Marriage or civil partnership	X			No identified impacts

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	<p>Children, Young People and Families: Some family based overnight short breaks would be made by the foster care service in more rural locations. This would mean more localised provision and shorter journeys for some children and young people.</p> <p>The majority of young people which receive short breaks at The Ghyll will have further to travel.</p> <p>Staff: Further to travel – the majority of staff currently working at The Ghyll live within Skipton area.</p>
...have a low income?		X	X	<p>Staff: Possible long term incurred cost due to extended travel/home to work commute.</p> <p>Children, Young People and their families: Possible long term incurred cost due to extended travel for children and young people who currently access provision at The Ghyll but will move to Nidderdale House.</p> <p>Possibility of more flexible overnight arrangements by ability to provide back to back breaks.</p> <p>Redeveloping the site will provide more opportunities to embed the Hub Model and provide varied provision which may be more appropriate to meet the needs of families child</p>

				care than current service delivery. The hub model will be able to provide daycare, community support, holiday clubs and outreach which increases the options for young people and their families and may reduce the need for overnights provision as their needs will be met more appropriately in alternative ways.
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Section 8. 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.

The risk of young people post 16 with significant disabilities managing the transition from Skipton to Nidd House to receive services, when they will be entering adult services at 18 and going through another potential change in service. Their level of disability may their ability to manage multiple transitions in a short timeframe extremely difficult and disruptive for them. Some young people may find the travel alone more difficult.

It may be that we source more local short term support in the interim whilst they turn 18 to minimise the journey and change of service to Nidd. It maybe that adult provision is considered earlier than their 18th birthday to minimise the amount of changes they have to manage.

If their service transferred to Nidd we would consider how they receive their service to try and minimise the amount of trips they have to make, e.g delivery in consecutive periods.

If the decision is to transfer the service from the Ghyll to Nidd is confirmed planned visits to Nidd and joint activities with Nidd young people and staff will be planned in order to minimise the impact of transition. (Joint activities between the CRCs are already promoted during holiday clubs to promote familiarity).

Section 9. 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)	Tick option chosen
1. No adverse impact - no major change needed to the proposal. There is no potential for discrimination or adverse impact identified.	
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.	
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)	X
4. Actual or potential unlawful discrimination - stop and remove the proposal – The EIA identifies actual or potential unlawful discrimination. It must be stopped.	
Explanation of why option has been chosen. (Include any advice given by Legal Services.)	
Following original consultation with Children and Young People’s families in January 2015, the possibility of closing a Children’s Resource Centre was delayed whilst alternative delivery models were created and trialled throughout development of The Hub Model to ascertain the impact of delivery an alternative service on the Inclusion Budget.	

Whilst feedback from the pilot provision has concluded that the revised model meets the needs of the Children and their families and provides additional choice and support in provision, it is unlikely that it will bring in the income required to reduce the amount of savings needed within the DCS Budget.

Section 10. 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?)

- Engagement sessions with PACT
- Key local indicators designed to enable benchmarking of impact on staff and families will be monitored and managed throughout the process.
- Ongoing consultation and feedback from staff and families
- Questionnaires after implementation
- Feedback at North Yorkshire Children’s trust board
- Feedback gathered at CRC Team Meetings
- Monthly meetings with Inclusion Management Team to feedback any issues which will be fed through the Project Board and Inclusion Programme board for direction and resolution
- 6 and 12 month Post Implementation Reviews

Section 11. 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
<i>To be completed following consultation.</i>				

Section 12. 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 largest impact will be generated by the potential closure of The Ghyll and current users being relocated to Nidderdale CRC. Further impact will be increased transport and disruption in service provision during transition. There is a potential for negative impact on children and young people and their carers who have been used to the traditional services as change can be seen as challenging. However, it is anticipated the benefits afforded by improved services and facilities will mitigate the impact on a longer term basis. Further work to identify the specific impacts will be undertaken as the consultation progresses. However, all assessed needs will continue to be met and officers will work with the children and families to ensure that any impact will be as minimal as possible.

A further impact will be staff being potentially deployed to positions at Nidderdale. There are a number of staff vacancies at The Ghyll currently which will lessen the impact upon staff if we decide to freeze these posts or recruit to temporary positions. There will be a further impact of increased mileage from Skipton to Killinghall.

If the proposals are approved, it is envisaged that the relocation of the Beck service to the Nidderdale CRC site, will only transfer once the redevelopment has taken place and it is envisaged that this may have positive impacts for the children and families using this service.

If the proposals are approved, there will be disruption in the Nidderdale service whilst the redevelopment buildings works take place, however, close liaison with property should minimise this by being able to plan the service around the work and therefore lessen the adverse impact.

Section 13. Sign off section

This full EIA was completed by:

Name: Eve Walker

Job title: Service Development Manager

Directorate: CYPS

Signature:

Completion date:

Authorised by relevant Assistant Director (signature):

Date: