



North

Yorkshire County Council

Equality Impact Assessment (EIA): evidencing paying due regard to protected characteristics

Strategy for Supporting Disabled Children, Young People and their Families

May 2015

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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。

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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	Michelle Allison Head of SEND Service Michelle.allison@northyorks.gov.uk 01609 797630
Names and roles of other people involved in carrying out the EIA	Andrew Terry Assistant Director, Inclusion Michelle Allison Head of SEND Service Dave Chapman Senior Planning and Development Officer, SEND Service
How will you pay due regard? e.g. working group, individual officer	SEND Steering Group of the Children's Trust Board; Parent Reference Group; Parent Carer Participation Planning Group;
When did the due regard process start?	July 2014
Sign off by Assistant Director (or equivalent)	Andrew Terry Assistant Director, Inclusion 13 May 2015

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 relates to the development of a strategy for meeting the needs of disabled children, young people and their parents and carers. The strategy provides an overarching framework for the proposed changes to the services and support that disabled children, young people and their families can access, within available resources. It is believed that this may improve the services available whilst also achieving efficiencies for the Authority.

The strategy would involve changes to the ways in which services for disabled children and young people are currently provided, and developments in the organisational structures and models that support those services. It emphasises

personalised and increased local provision, and greater focus on the targeting of provision.

Section 2. Why is this being proposed? (e.g. to save money, meet increased demand, do things in a better way.

The Council is ambitious for disabled children, young people and their families and seeks to implement a strategy which will develop and modernise approaches and provision with the aim of improving services for disabled children and young people. The strategy also seeks 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. The proposed changes which the strategy would deliver would also provide savings totalling £887k .

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

There are four main areas in which it is proposed that services and provision would be different:

1 A greater proportion of overnight short breaks to meet assessed need would be provided through family based provision, either through domiciliary care or in foster care. There would be fewer places in Children's Resource Centres (CRCs). The provision made in children's resource centres would be centralised in the Harrogate area. It is envisaged that one of the other 2 CRC's (The Ghyll, Skipton and Morton-on Swale, Northallerton) would be closed once sufficient local family based provision was established.

2 All existing packages of support would be reviewed with a view to reducing their overall cost whilst ensuring assessed needs are met. This would be undertaken in parallel with an increased focus on personalisation.

3 Approximately 30% of cases which are open to the Disabled Children's Service would be managed with decreased interventions and less bureaucracy whilst ensuring that parents and carers were appropriately supported.

4 Resources for discretionary short break grants would be reduced but not until

2016/17 allowing sufficient time to consult on a revised Short Break Statement. The annual grant to East Barnby outdoor education centre would also cease in 2016/17 which would allow sufficient time to support the Centre to develop an alternative funding model. Local voluntary and community groups would be assisted to extend and develop their support and provision. Targeted Youth Service provision would be maintained but could be provided and delivered differently.

Section 4. What impact will this proposal have on council resources (budgets)?

Cost neutral? N
Increased cost? N
Reduced cost? Yes

The overall budget for disabled children, young people and their families will be reduced in the three year period 2015-18. The savings target is £887K which is a 16.66% reduction in the overall level of funding available in 2014/15. £500k of this total would be found from provision budgets.

Section 5. Will this proposal affect people with protected characteristics?	No impact	Make things better	Make things worse	Why will it have this effect? State any evidence you have for your thinking.
Age		X		The strategy includes improvements in the arrangements for preparation for adulthood (Transition) for disabled young people. This would include earlier planning, access to consistent high quality information, earlier access to the supported employment service, appropriate education and training, and fully coordinated move into adulthood at the most suitable transition point for each individual, including those requiring adult social care services. It is believed that these are improvements for the benefit of disabled children and young people.
Disability		X	X	Overnight short breaks to meet assessed needs.

			<p>For approximately 40 disabled children and young people and their families this would represent an improvement in provision. Where appropriate to need, it will be made more locally in family based situations whereas currently some families requiring an overnight short break do not have this option and have to use a children's resource centre.</p> <p>Depending upon location, centralising the remaining CRC provision in the Harrogate area could mean longer journeys from home for some children and young people.</p> <p>Packages of Support Following Assessment. All packages of support will be reviewed with a view to reducing their overall cost whilst ensuring assessed needs are met. This will be undertaken in parallel with an increased focus on personalisation.</p> <p>Less bureaucracy in 30% of cases. This would be welcomed by many parents and there would be safeguards put in place to ensure that each family retained a named social worker and that there would be greater engagement with the Disabled Children's Service should a review indicate that it was necessary.</p> <p>Discretionary short breaks and targeted provision.</p>
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				<p>A reduction of resources for discretionary short break grants would have a negative impact.</p> <p>The ending of the annual grant to the East Barnby outdoor education centre would have a negative impact unless a different local charging scheme could be developed.</p> <p>The local changes to the management of targeted youth support would have no impact.</p>
Sex (Gender)	X			
Race	X			
Gender reassignment	X			
Sexual orientation	X			
Religion or belief	X			
Pregnancy or maternity	X			
Marriage or civil partnership	X			
Section 6. Would this proposal affect people for the following reasons?	No impact	Make things better	Make things worse	Why will it have this effect? Give any evidence you have.

Live in a rural area				The aims and objectives of this strategy would apply to all children and young people with disabilities, irrespective of their home location.
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		X		<p>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 centralisation of the CRC provision may cause longer journeys for some.</p>
Have a low income	X			<p>Disabled children's services and education, health and care plan (EHCP) provision are non-means tested and are based on assessed need. Therefore, the strategy will be applied equitably, irrespective of an individual's household income.</p>

Section 7. Will the proposal affect anyone more because of a combination of protected characteristics? (e.g. older women or young gay men?) State where this is likely to happen and explain what you think the effect will be and why giving any evidence you have.

As service responses will be dependent on the assessed need of the individual, there will be no disproportionate impact on any combination of protected characteristics.

Section 8. Only complete this section if the proposal will make things worse for some people. Remember that we have an anticipatory duty to make reasonable adjustments so that disabled people can access services and work for us.

Can we change our proposal to reduce or remove these adverse impacts?

In order to maintain a comprehensive and meaningful service for the same number of disabled children, young people and their families, it would be necessary to target provision at the highest need, which would mean reducing the cost of packages of provision over time, whilst still meeting assessed need.

The Council would actively promote and support Personalisation/Direct Payments and work to develop the range of local providers so that parents have more choice and control over the way in which provision is made and increase personalised choice. NYCC is a comparatively high spending council on services for disabled children which

in part reflects the relatively costly way in which some types of provision is currently made.

In response to the public consultation, the following revisions have been made to the draft Strategy:

The proposal to reduce the budget for discretionary Short Break Grants from £150k per Annum to £100k per annum from 1 April 2015 be deferred to 2016/17 pending consultation on a revised Short Breaks Statement

The proposal to end the £58k per annum grant to East Barnby Outdoor Education Centre be deferred to 2016/17 to provide the opportunity to assist the Centre, working with the voluntary and community sector, to devise and implement new funding arrangements.

Not to implement the proposal to reduce the financial value of new packages of support following a review of the indicative service response guide. Instead, all existing cases will be reviewed using the existing indicative levels of service, which together with more personalised approaches to making provision should result in reduced cost whilst still meeting assessed need.

To provide £80k of fixed term funding over two years to enable work with the voluntary and community sector in Selby to develop a 'special families' group building on the positive experience of Ryedale Special Families and the parallel approach being taken to parent led capacity building in Scarborough and Filey.

To retitle the strategy 'Supporting Disabled Children Young People and their Families' as this better reflects that it includes preventative and early intervention work as well as statutory assessment and specialist provision.

That a Carers Assessment will always be offered whenever a section 17 Assessment for a disabled child is carried out This will enable the Council to identify the extent to which there are parent carers of disabled children in the area who have needs for specific support. This will also be considered in cases where a Common Assessment is taken forward or a Short Break grant is offered.

Clarification that disabled children who do not meet the criteria for the Disabled Children's Service, but nevertheless are children in need, can have their needs assessed and met by the Children and Families Service.

Can we achieve our aim in another way which will not make things worse for people?

The development of the voluntary and community sector should help to ameliorate some of the potentially negative impacts by providing more local, community based help and support to families. The Council's Stronger Communities programme would support this initiative with individual groups and through North Yorkshire and York Voluntary Forum. A Scarborough and Filey Special Families group is being established. We propose to replicate this in the Selby area which would help to

improve local support to disabled children, young people and families.

If we need to achieve our aim and can't remove or reduce the adverse impacts get advice from legal services. Summarise the advice here. Make sure the advice is passed on to decision makers if the proposal proceeds.

It is imperative that the council continues to deliver services and meet needs in compliance with its statutory duties owed to disabled children and young people and their parents and carers. It may be possible to achieve efficiencies if innovative changes can be introduced whilst ensuring needs continue to be met. The draft strategy illustrates that some measures may have an adverse effect, such as the capping of the budget for discretionary short breaks and the removal of the grant for East Barnby. Although this is discretionary provision it will have a negative impact on those receiving this provision but it is a proportionate action, having regard to the available budget and need for change.

Delaying this aspect of the Strategy for a year provides time to consult on a revised Short Break Statement and support East Barnby in the development of an alternative funding model.

Section 9. If the proposal is implemented how will you find out how it is really affecting people? (How will you monitor and review the changes?)

The development of the strategy has been informed by engagement sessions with a group of parents from North Yorkshire PACT (Parent Carer Forum) and with frontline staff who provide support to disabled children, young people and their families. The Flying High group of disabled young people will be engaged in assessing the success of the proposals relating to improvements in transitions.

These groups will continue to contribute during the implementation and delivery of the strategy and will provide important perspectives on the strategy's progress and impact.

The implementation and delivery of the strategy would be measured against a range of quantitative indicators and new qualitative indicators that would enable the council to gauge the satisfaction of children, young people and families. These would form part of regular reporting on progress on implementation of the strategy to the North Yorkshire Children's Trust Board.

The regular review of individual cases would provide the basis for knowing how the proposed changes were affecting individual disabled children, young people and their families.

Section 10. List any actions you need to take which have been identified in this EIA

Action	Lead	By when	Progress
Launch public consultation on strategy.	APT	17.12.14	
Close public consultation on strategy.	APT	11.3.15	
Develop a delivery plan and monitoring arrangements for the Strategy ensuring that actions in the EIA are clearly identified and considered.	KP/MA	30.6.15	