



## WORCESTERSHIRE COUNTY COUNCIL EQUALITY IMPACT ASSESSMENT TEMPLATE

Please read the brief guidance which provides essential information for anyone who is unfamiliar with the County Council Equality Impact Assessment process.

### Background information:

Name:	Tina Russell
Job Title:	Assistant Director Social Work Safeguarding Services
Service area:	Safeguarding Services
Directorate:	CF&C
Telephone:	01905 843184
Email address:	<a href="mailto:trussell@worcestershire.gov.uk">trussell@worcestershire.gov.uk</a>
Date assessment commenced:	21/11/2018
Date assessment completed:	<a href="#">Click here to enter a date.</a>

### Function, strategy, project, policy or procedure being assessed:

Name of the function, strategy, project, policy or procedure being assessed:	Revision of use and number of in-house residential care homes for Children and young people in Worcestershire. This is part of the wider service review and planning around Edge of Care Service.
Is this a new or an amended policy?	New
Does the policy form part of a wider programme which has already been screened for equality relevance?	Yes

### Stage 1 - Please summarise the main objectives, aims and intended outcomes of this policy

Aims/Objectives:	<p>There are six in-house residential homes that support children and young people that present challenging behaviours. It is proposed to close four of these homes as they would not be required as part of our sufficiency strategy provided appropriate outreach and support services are in place and working effectively.</p> <p>Two homes would be retained to enable sufficient capacity for those young people currently in our residential care for whom a move would not be in their best interests. This position would be reviewed a year after implementation of the changes to the overall service mix to evaluate effectiveness in delivering good outcomes for children and young people.</p> <p>The 4 homes included in this review are designed to provide care for children with complex social and emotional difficulties are currently open. These are:</p>
------------------	--



- a) Rivendell, Bromsgrove;
- b) Oak House, Worcester;
- c) The Riddings, Bricklehampton;
- d) Orchardene in Pershore.

Hill View, Rivendell, Oak House, The Riddings and Orchardene, were all in scope for potential closure. It was anticipated that 2 of these 4 homes would be closed, with the final decisions by the Cabinet Member having regard to consultation and the care planning best interests of the children.

4 of the homes provide long-term and short breaks for children with disabilities and it was proposed in the Cabinet report that these will continue to be an important component of the sufficiency strategy for these children and their families. Vale Lodge in Evesham, Moule Close in Kidderminster, Providence Road in Bromsgrove, and Greenhill Lodge in Worcester. These 4 homes are remaining open. They were not at risk of closure and therefore not in scope for the consultation process and are not further addressed in any detail in this report.

Where the current Young People that reside in the homes that have needs relating to protected characteristics will be taken into account within their Care Planning

#### Intended outcomes:

To review the current position of high numbers of children in care and recommend a significant service development approach to delivering better outcomes for children and young people. This requires a different approach to managing risk in the community, supported by a skilled and intensive approach to supporting families when in crisis.

CMR Decision on the 12<sup>th</sup> December relates specifically to the closure of homes, there is a separate piece of work which was endorsed by Cabinet on 18<sup>th</sup> October to develop a new Edge of Care Service. Although these two areas of work are connected, the decision on 12<sup>th</sup> December and therefore this Equality Impact Assessment are only in relation to the closure of the children's homes.

Equality Impact on individual children currently in the homes has been considered as part of their individual care planning. The wider impact of reducing our in-house capacity for residential care should also be considered.

Reduced capacity will be mitigated by development of an Edge of Care Service to keep children with their families where it is safe to do so. There will also be 2 homes remaining open, and one home will have a Change of Use to provide Supported, Board and Lodgings for 16-18years old as they transition into independence. As always there is the option to use external residential placements. Therefore this will not adversely affect the wider



	<p>population, enabling those that need care to still receive this.</p> <p>The 4 homes that provide long-term and short breaks for children with disabilities are not at risk of closure and will continue to function in its current way.</p>
<p>Please summarise how these outcomes will be achieved?</p>	<p>The changes proposed would need to be carefully managed with the development of a new Edge of Care Service which will offer appropriate consultation with staff, children, families and partners to ensure that there is an agreed vision and shared understanding of risk approach.</p>
<p>Where an existing policy is to be amended please summarise principle differences between the existing and proposed policies?</p>	<p>This is not an amended or new policy. There will be a new Statement of Purpose and Job Descriptions for our approach to residential homes and this will compliment the new Edge of Care Service Design.</p> <p>The new Statement of Purpose and Job Descriptions for both residential and Edge of Care Service will be finalised in line with the staff consultation timeline after the CMR decision</p>

## Stage 2 - Information gathering/consultation

<p>Please give details of data and research which you will use when carrying out this assessment:</p>	<p>Tina Russell, Assistant Director for Children's Social Care, has completed visits to the homes in scope to review the location, structure and fabric of each building and assess its suitability for the future use and approach to Residential Care. Visits were also made to Cheltenham Road supported board and lodgings placements facility in Evesham.</p> <p>The Assistant Director made an offer to meet all young people currently living in the affected homes in person as part of her visits. As part of the formal consultation process, each child had the opportunity to share their views with Tina. 12 out of 14 children met with Tina. The views they shared have been taken into account in the recommendations in this report.</p>						
<p>Please give details of any consultation findings you will use when carrying out this assessment:</p>	<p>The young people affected by the proposals have been kept informed throughout the process. An overview of the actions taken can be seen in table 1.</p> <table border="1" data-bbox="655 1742 1501 2024"> <thead> <tr> <th data-bbox="655 1742 890 1778">Date</th> <th data-bbox="890 1742 1501 1778">Consultation Method</th> </tr> </thead> <tbody> <tr> <td data-bbox="655 1778 890 1989">10 October 2018</td> <td data-bbox="890 1778 1501 1989">All children were visited by a Team Manager and an Independent Reviewing Officer to discuss the potential development of an Edge of Care Service and the possible plans to close some children's homes as part of this.</td> </tr> <tr> <td data-bbox="655 1989 890 2024">29 October</td> <td data-bbox="890 1989 1501 2024">Following the Cabinet decision, all children</td> </tr> </tbody> </table>	Date	Consultation Method	10 October 2018	All children were visited by a Team Manager and an Independent Reviewing Officer to discuss the potential development of an Edge of Care Service and the possible plans to close some children's homes as part of this.	29 October	Following the Cabinet decision, all children
Date	Consultation Method						
10 October 2018	All children were visited by a Team Manager and an Independent Reviewing Officer to discuss the potential development of an Edge of Care Service and the possible plans to close some children's homes as part of this.						
29 October	Following the Cabinet decision, all children						



2018	were written to informing them of the outcome and inviting them to a meeting with people responsible for their Care Plan; their Social Worker, Independent Reviewing Officer and an Advocate, to provide them with an opportunity to ask any questions, have their say on the proposal and feed in any information that they would like to be taken into consideration regarding their individual care plan.
30 October 2018	Email from Tina Russell, Assistant Director inviting the young people to meet with her.
06-13 November 2018	Letters to parents with children currently residing in in-house children's homes.
12-27 November 2018	Formal visit with Social Worker, Independent Reviewing Officer and an Advocate – findings collated and used to inform recommendations (see Appendix 1) (confidential and not publicly accessible as it contains personal data about the residents)
15-26 November 2018	Assistant Director for Children's Social Care visits to homes – one to one meetings with young people who accepted the offer (12 out of 14)
21 November	Outcome letters from Tina Russell, Assistant Director to all young people following one to one meetings

During consultation, a range of views were expressed by young people, including them wishing to remain with carers that they know, or in locations they are familiar with, as well as maintaining education placements.

The information gathered from these meetings and visits are set out for the in Appendix 1 (confidential document as it contains personal data about the residents), and has been fully considered as a part of the recommendations in this report.

It has always been a priority to ensure that once the decisions are made on individual homes, the programme of closure is care plan-led. Recognising that these plans will cause uncertainty for the children affected, the recommendation is that the priority action following decision will be to identify and move children on to appropriate placements before closure of the identified homes. This therefore needs co-ordination with corresponding staff consultation. All the young people have been advised that none of the homes will close before end of March 2019 unless the residents have moved on to alternative placements. Current



	<p>projection is that all of the children will have found suitable alternatives and if the recommendations in this report are accepted the homes will have closed by 31 March 2019.</p> <p>Staff Engagement is a different workstream of the project and will begin after the CMR Decision. To date staff engagement has only taken place in relation to the children affected and their particular care planning needs.</p>
Do you consider these sources to be sufficient?	Yes
If this data is insufficient, please give details of further research/consultation you will carry out:	N/A
Please summarise relevant findings from your research/consultation:	<p>The information gathered from the meetings with the Assistant Director and Children is attached in Appendix 1</p> <p>The impact on the individual young people, should the recommendations be agreed, are outlined in Appendix 2 (confidential document.as it contains information about individuals).</p>

### Stage 3 - Assessing the equality impact of the policy

Based on your findings, please indicate using the table below whether the policy could have an adverse, neutral or positive impact for any of the protected groups:

Protected characteristic	Adverse	Positive	Neutral
Age	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Disability	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Gender reassignment	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Marriage and civil partnership	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Pregnancy and maternity	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Race	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Religion and belief	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Sex	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Sexual orientation	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>

Please provide details of all positive and adverse impact you	N/A
---	-----



have identified:	
Where possible please include numbers likely to be affected:	14
Where potential adverse impact has been identified, can continuation of the proposed policy be justified?	Choose an item.  If yes, please explain your reasons:
Do you consider that this policy will contribute to the achievement of the three aims of the Public Sector Equality Duty?	<p>There are significant outcome benefits in relation to emotional, educational and employment outcomes for children and young people if they are able to remain within their family setting. Reviewing the range of service availability for a number of good and outstanding Authorities demonstrate that community-based services are important to work with families to achieve positive change, delivering a restorative approach to social work practice.</p> <p>Intervening at the right stage in the least intensive way is positive for most families, although there will always be children who absolutely do need to come into and will benefit from Local Authority care. The important factor is to ensure that only these children come into, and remain in, care rather than others who come in by default due to the absence of an alternative and effective service response.</p> <p>Where the current Young People that reside in the homes that have needs relating to protected characteristics will be taken into account within their Care Planning</p>
<p>The Public Sector Equality Duty has the following three aims:</p> <ol style="list-style-type: none"> <li>1. To eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Equality Act 2010.</li> <li>2. To advance equality of opportunity between persons who share a relevant Protected Characteristic and persons who do not share it.</li> <li>3. To foster good relations between persons who share a relevant Protected Characteristic and persons who do not share it.</li> </ol>	

## Stage 4 - Action planning and time frames

**Please list any actions you will take to mitigate any adverse impact you have identified: Here you can include proposed action to support children and young people during change and ongoing monitoring to gauge effectiveness of approach.**

Planned action	By who	By when	How will this be monitored
<b>Further Consultation and Equality Analysis regarding the design of the Edge of Care Service</b>	<b>Business Leads and Project Managers</b>	<b>30.03.19</b>	<b>Project documentation that is being reviewed by the CFC Director on a fortnightly basis</b>



<b>Individual Care Planning sessions to take appropriate action to meet the child's needs ensuring any links to protective characteristics are met</b>	<b>Social Worker and relevant professionals involved</b>	<b>Ongoing</b>	<b>Through Care Planning Meetings</b>

Please indicate how these actions will be taken forward as part of your team/service/directorate planning:	Thorough Project Management support to ensure the project progresses as planned
--	---

### Stage 5 - Monitoring & Review

How frequently will proposed action be monitored?	
How frequently will intended outcomes be evaluated?	
Who will be responsible for monitoring and evaluation?	
How will you use the monitoring and evaluation results?	

### Stage 6 - Publication

**Worcestershire County Council requires all assessments to be published on our website. Please send a copy of this assessment to the Corporate Equality and Diversity Team for publication.**

	Signature	Date
<b>Completing Officer:</b>	<b>Aimee Davis / Emily Morrall</b>	12/12/2018
<b>Lead Officer:</b>	<b>Tina Russell</b>	12/12/2018
<b>Service Manager:</b>	<b>Tina Russell</b>	12/12/2018