

Equality & Human Rights Impact Assessment (EHRIA)

This Equality and Human Rights Impact Assessment (EHRIA) will enable you to assess the **new, proposed or significantly changed** policy/ practice/ procedure/ function/ service** for equality and human rights implications.

Undertaking this assessment will help you to identify whether or not this policy/ practice/ procedure/ function/ service** may have an adverse impact on a particular community or group of people. It will ultimately ensure that as an Authority we do not discriminate and we are able to promote equality, diversity and human rights.

Before completing this form please refer to the EHRIA [guidance](#), for further information about undertaking and completing the assessment. For further advice and guidance, please contact your [Departmental Equalities Group](#) or equality@leics.gov.uk

***Please note: The term 'policy' will be used throughout this assessment as shorthand for policy, practice, procedure, function or service.*

Key Details	
Name of policy being assessed:	Remodelling Children's Social Care and Early Help Services
Department and section:	Children & Family Services Department
Name of lead officer/ job title and others completing this assessment:	Nicci Collins – Head of Strategy (Social Care) Moira O'Hagan – Head of Strategy (Early Help)
Contact telephone numbers:	Nicci Collins 0116 3054504 Moira O'Hagan 0116 3055233
Name of officer/s responsible for implementing this policy:	Remodelling Project Group: Walter McCulloch Project Assurance: Transformation Board, Lesley Hagger Project Lead: Nicci Collins
Date EHRIA assessment started:	18 June 2014
Date EHRIA assessment completed:	03 February 2015

Section 1: Defining the policy or changes to service delivery

Section 1: Defining the policy

You should begin this assessment by defining and outlining the scope of this policy or changes to service delivery. You should consider the impact or likely impact of the policy or changes to service delivery in relation to all areas of equality, diversity and human rights, as outlined in Leicestershire County Council's Equality Strategy.

What is new or changed in this policy? *What has changed and why?*

Leicestershire County Council, Children and Family Services commission social care and early help support services for children, young people and families:

The County Council delivers services to children and young people in accordance with statutory duties under the Children Act 1989. This Act requires the provision of services to those children and young person's deemed at risk of significant harm, known as Children in Need. The increasing demand for statutory services within the context of a reduced financial envelop and the changing need of Leicestershire's most vulnerable children , requires a full review of statutory service delivery.

1.

Prevention and early intervention is not new in Leicestershire. There has been a strong commitment to early intervention across the Strategic Partnership for some time. However we need to review and refresh our approach and develop a revised Early Help offer in the wake of national and local policy developments, the changing need of Leicestershire's children, young people and families and the increasing pressures on expensive statutory services.

It is essential that services provided by the County Council through internal structures and those procured from a range of different organisations, meet the needs of the people of Leicestershire and are aligned with Children and Family Services strategic objectives.

The sufficiency duty applies in respect of all children defined as 'looked after' under the Children Act 1989 but also to taking earlier, preventative action to support children and families so that fewer children become looked after. As such the commissioning standard set out in government guidance and accepted for the purposes of this EHRIA and the children and families deemed vulnerable under the service requirements for statutory social work and early help intervention.

Does this relate to any other policy within your department, the Council or with other partner organisations? *If yes, please reference the relevant policy or EHRIA. If unknown, further investigation may be required.*

- Early Help services: – In Leicestershire all agencies, whether they work with children or adults, recognise that prevention and earlier intervention is more cost effective and successful than later or more formal interventions. These services deliver both statutory, targeted and universal service provision.
- Youth Offending Service (service under review) – This service delivers statutory services to help young people to stop offending by enabling them to take responsibility for crimes they have committed and offering alternatives.
- Child Protection Services (service under review) – This service delivers statutory safeguarding services and operates within legal parameters, operate in accordance with LCC policies and LSCB procedures.
- Strengthening Families Services - This service delivers statutory child in need services and operates within legal parameters, operate in accordance with LCC policies and LSCB procedures.
- Family Assessment and Safeguarding Service - This service delivers statutory assessment and safeguarding services and operates within legal parameters, operate in accordance with LCC policies and LSCB procedures.
- First Response Children’s Duty - This service delivers a statutory duty function for children in need and operates within legal parameters, operate in accordance with LCC policies and LSCB procedures. It is also the front door for early help services.

2.

Other interdependent policies to be considered:

- Joint Carers Policy (including Young Carers and Parent Carers)
- Children and Family Service Pathway to Services
- Child Protection, Risk of Harm and Re-offending Policy and Practice Policy (YOS)
- Transfer between Teams Policy
- Children and Family Service Supervision Policy
- Leicestershire County Council’s Disability Policy
- Leicestershire Communities Strategy

Redesign will take into account statutory duties with particular reference to:

Children Act 1989
Children and Families Act 2014
Equality Act 1989
Human Rights Act 1998,

In addition, redesign will take full account of those statutory duties required for the provision of Children Centres and Youth Offending Services

The United Nations Convention on the Rights of the child (with particular reference to the duty to identify the vulnerable, protection and rehabilitate/offer support)

Who are the people/ groups (target groups) affected and what is the intended change or outcome for them?

Affected Service Users – Across the 2 remodelling projects there is a strong focus on supporting vulnerable children and young people. People affected will be families resident in Leicestershire, from pre-birth to 19/25 years. It is likely that the majority of recipients of services will fall into one or more of the categories within protected groups or other identified groups. The following information is also deemed relevant in determining the most vulnerable children and those that may be most affected:

The County Council is responsible for completing statutory assessments for children and young people to establish whether they are children in need. Of the assessments completed in 2014, a quarter of children were deemed to require statutory social care services with the most common contributing factors being:

- Parents abusing alcohol or drugs
- Parental domestic abuse
- Parental mental health needs and/or
- Child mental health need, physical or learning disability.
- Children with complex behavioural needs
- Children with learning difficulties
- Older children who are less likely to receive either an early help or statutory service.

3. For many children affected by these factors, targeted services are able to support them and their families. However for a small percentage, a number of factors present at the same time and the impact on the child or young person are so great that they require statutory services to ensure they are safe, healthy and meet developmental milestones. Furthermore, children and young people living in high deprivation areas are significantly more likely to require statutory services when high risk/high impact factors present.

Poverty levels: Children living in Charnwood and North West Leicestershire are more likely to live in poverty than the other Leicestershire areas. There is a strong correlation between poverty levels, poor educational outcomes, children with SEN and teen pregnancy in these districts. Other clusters of need correlated to children and families living in high deprivation areas are listed below:

- Children living with parental domestic abuse are more likely to live in North West Leicestershire.
- Children with a risk of child sexual exploitation and sexual abuse are more likely to live in Charnwood and North West Leicestershire.
- Children whose parents have substance abuse issues are more likely to live in Charnwood.
- Parents with mental health needs are more prevalent in Charnwood and Hinckley & Bosworth which has pockets of high deprivation.
- Children deemed as 'complex cases' (5 or more risk factors) are more likely to live in Hinckley & Bosworth.

Intended Changes: The aim is to be able to correctly and quickly identify the children and their families who are most vulnerable experiencing complex needs. The strategic intention is to focus more of our resource on those children who are most vulnerable. This will mean that services can focus on improving their life chances including their safety, health, education and wellbeing. Plans in social care and early help are interdependent.

The plan to decommission the Family Safeguarding Service (FSS) will enable the :

- Creation of new FRCD response units to engage quickly with the most vulnerable families to improve the identification of need and support pathways and response times
- Increase the capacity of the Child Protection Teams to reduce the time taken to progress cases to Initial Child Protection Conferences and reduce the number of workers who engage with the family
- Increase the capacity of the Strengthening Families Service to increase 'Child in Need' response to prevent the need for Child Protection Plans and for local authority care. The priority of these teams will remain keeping children safely at home and families together.

The plan to integrate early help services into locality based multi-disciplinary teams (SLF) will ensure that:

- Experienced social workers will be part of the new early help provision providing continuity of care as family needs escalate.
- The early help and social care management arrangements are integrated.
- A reduction of social workers and social work managers.

Additions to the First Response function will result in a more responsive and timely interventions to both asses and address family needs and that where families do not need or do not want the provision of Council Services, appropriate referrals to community resources and support services will be made. The referral process will not change and thresholds to access a statutory service will not change. The objective is to deliver:

- Proportionate response to need – the right service, at the right time.
- Prompt, high quality and consistent and delivered in partnership with the police, NHS and schools.
- Reduction of complex need and reduced incidents of abuse and neglect through delivery of early help services.

This strategic approach means that some more universally focused services will not be recommissioned as part of the early help offer. The contributions made by our partners and a greater focus on building community capacity building will be key to meeting this lower level of need. Families experiencing this level of need will be supported to access support within their communities provided through universal and voluntary/community services.

Conclusion:

The plan to reduce commissioning budgets will reduce the range of early intervention services and statutory social work resources which are available for families. Those services commissioned in the future will be commissioned through a strong evidence base.

Will this policy meet the Equality Act 2010 requirements to have due regard to the need to meet any of the following aspects? **(Please tick and explain how)**

	Yes	No	How?
4. Eliminate unlawful discrimination, harassment and victimisation	X		Children and young people's needs are central to decision making. Certain characteristics may form part of needs assessments to ensure that services are appropriate, such as age, disability, pregnancy/maternity or level of deprivation experienced.

			<p>It is the intention of the redesign that there will be increased focus of resources for families in greatest need by virtue of their circumstances (including vulnerability arising from a/more than one protected characteristic pertaining to a child, young person or their family). Social care and early help services are, and will continue to be, expected to work within the framework of 'personalisation'. This means that that children and families' individual circumstances are fully considered and those issues having the greatest impact on them are fully assessed.</p> <p>Where children or young people have a need arising from a protected characteristic, but are not assessed as requiring an early help or statutory service, every effort will be made to engage the most appropriate universal, community or targeted service to support that child.</p>
Advance equality of opportunity between different groups	X		<p>Early Help and Children's Social Care services identify the most vulnerable children or young people and their families (those at risk of harm) as a priority group. This priority group includes for example children and young people suffering neglect, significant levels of deprivation, children in care, asylum seeking children and young people, children and young people on remand and children and young people with disabilities or at risk of other significant health issues.</p> <p>We know that children in these circumstances are sometimes at escalated risk and their outcomes are significantly poorer. The new services' activities will be underpinned by commissioning strategies that will set out the department's commitment to reduce inequalities for these vulnerable groups and will pay attention to narrowing the gap for disadvantaged groups.</p>
Foster good relations between different groups	X		<p>Early Help and Children's Social Care services seek to improve the life experiences and improve outcomes for the most vulnerable children and young people.</p> <p>Services will continue to ensure that equality, diversity and community cohesion are actively promoted throughout Early Help and Children's Social Care. Positioning services in localities in partnership with other agencies will mean that services are well placed to connect with different parts of the community.</p> <p>An increasing emphasis on co-production means that there is a clear recognition of the skills assets, knowledge and experience of individuals and groups within communities. Our approach to procurement will be similarly strengthening by ensuring that potential providers are clear on their role in actively engaging with service users in the design and delivery of services.</p>

Equality Questionnaire

This questionnaire is a pre Equality Impact Assessment tool which will enable you to decide whether or not the **new, proposed or significantly changed** policy/ practice/ procedure/ function/ service needs to go through a full Equality Impact Assessment. For further information on the equality questionnaire see the [guidance](#).

Name of policy/ practice/ procedure/ function/ service being assessed:	Remodelling – Children’s Social Care
Department and Section:	Children and Family Services
Name of lead officer and others completing this assessment:	Nicci Collins
Contact telephone numbers:	0116 3054504
Date EIA assessment completed:	18/06/2014
1. What is its purpose?	<p>The County Council delivers services to children and young people in accordance with statutory duties under the Children Act 1989. This Act requires the provision of services to those children and young person’s deemed at risk of significant harm, known as Children in Need. These children typically present with injuries, significant health and developmental needs and complex social/emotional/behavioural needs who without the provision of a service would not be able to meet basic developmental outcomes. These children receive services from children’s social care teams.</p> <p>The Transformation objectives require the Council to consider its commissioning strategy and operating models to provide support to a range of needs in the most effective and efficient way possible. The Remodelling of Social Care project provides an opportunity to realign and streamline services based on priority needs whilst developing an achievable plan for delivery of the MTFS commitment from children’s social care of £500k by 2015.</p>
2. What are its main objectives?	<p>Develop and implement a new approach to screening by children’s duty services to improve the efficiency and effectiveness of front line decision making based on identified priority areas and accepted function of partner agencies.</p> <p>Increase efficiency and effectiveness of social work assessment</p> <p>Ensure the best match between workforce skills and capacity in the development of our new operating model</p> <p>This project has a cashable savings target of £500k.</p>
3. What will it achieve? Who are its beneficiaries?	<p>Realign and streamline services based on priority needs for vulnerable children and their families.</p> <p>The delivery of the MTFS commitment from children’s social care.</p>
4. Who is responsible for implementing it?	<p>Remodelling Project Group: Walter McCulloch</p> <p>Project Assurance: Transformation Board, Lesley Hagger</p>

Project Lead: Nicci Collins			
		Yes	No
5.	Has prior consultation on the proposal been undertaken?		X
6.	Has this consultation indicated any dissatisfaction with it from a particular section of the community?		X
7.	<p>If yes to Question 6, please state what this dissatisfaction is:</p> <p>Concern that particular need in the community will not have access to services in a timely way.</p> <p>Concern that universal and targeted services within communities will not be prepared to deliver services in line with the change in demand that may arise from remodelling.</p>		
		Yes	No
8.	Is there evidence or any other reason to suggest that it could have a different effect or adverse impact on any section of the community? Or more specifically, one or more of the protected characteristics?		X
9.	Is a system in place to monitor its impact?		X
10.	<p>If yes to Q9, what does this monitoring show?</p> <p>The remodelling has not yet been implemented. Predicted impact will be addressed through further engagement with stakeholders and partners and through planning with other appropriate projects e.g. Early Help Remodelling Project.</p>		

Note: If no to Question 9, you will need to ensure that monitoring systems are established to check for impact on all nine protected characteristics.

11.	<p>Who is likely to be affected by the proposal? Which of the protected characteristics? Explain how each protected characteristic is likely to be affected below: [NB. Alternatively, if no protected characteristic is deemed to be affected, please explain why]</p>		
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	Yes	No	Comments
Age	X		Specifically children and support to families. The most vulnerable children will get an improved service (early identification and appropriate service pathway identification). Children with less complex needs will be signposted and universal/targeted services held to account. The remodelling is likely to improve early intervention and statutory intervention opportunities.
Disability	X		Leicestershire has 3603 children with Special Education Needs (SEN) Statements (based on 2014/15 data). Blaby, Oadby and Wigston have the largest number of SEN children (1517). The two largest SEN categories are Autistic Spectrum Disorder (538) and Speech, language or communication difficulty (520). Through research commissioned by Children and Family Services, we know that children who live in environments where drug/alcohol misuse and domestic abuse is a feature, are more likely to experience sexual abuse, child sexual exploitation and be children who have a physical disability or have parents with mental health needs. As such increasing the vulnerability of

			<p>some children with a disability. We also know that where children have learning difficulties or mental health need, there is a higher likelihood of the family not receiving a service from children's social care.</p> <p>The desired outcome of the remodelling is that children with a disability will receive an appropriate service proportionate to their need. The remodelling will improve alignment with early help to ensure families have the right intervention. The remodelling is likely to improve early intervention and statutory intervention opportunities.</p>
Gender Reassignment	X		Where a child has significant needs of their own or arising from that of their parents, the desired outcome is that children will receive an appropriate service directly from the Children and Family Service or through engagement of universal/targeted service. The remodelling is likely to improve early intervention and statutory intervention opportunities.
Marriage and Civil Partnership		X	Regardless of relationship status, children's needs are central to decision making.
Pregnancy and Maternity	X		A young person who is pregnant will be supported to access appropriate services. This is likely to have a positive effect. See above.
Race		X	Regardless of race, children's needs are central to decision making.
Religion or Belief		X	Regardless of religion or belief, children's needs are central to decision making.
Sex		X	Regardless of children's sex, children's needs are central to decision making.
Sexual Orientation	X		Where a child has significant needs of their own or arising from that of their parents' sexual orientation, the desired outcome is that children will receive an appropriate service directly from the Children and Family Service or through engagement of universal/targeted service. The remodelling is likely to improve early intervention and statutory intervention opportunities.
Other groups e.g. rural isolation, deprivation, health inequality, carers, asylum seeker and refugee communities, looked after children, deprived or disadvantaged communities	X		The remodelling project identifies the most vulnerable children and their families (those at risk of harm) as a priority group with a desired outcome of improved service delivery and outcomes. This priority group includes children suffering neglect, significant deprivation, looked after children, asylum seeking children, children on remand, children with disabilities.

Community Cohesion		X	The remodelling project seeks to improve the general outcome and life experiences of the most vulnerable children. As such improved service delivery to this cohort is likely to improve community cohesion.	
12.	Other comments: Through the consultation and development period there are likely to be changes to structure, function and processes that will impact on vulnerable groups. The degree of impact will need to be monitored through the remodelling process to ensure that the most vulnerable groups continue to receive a priority services.			
Decision:				
13.	No Impact <input type="checkbox"/>	Positive Impact <input type="checkbox"/>	Neutral Impact <input type="checkbox"/>	Negative Impact or Impact Not Known ¹ <input checked="" type="checkbox"/>
Note: If ticked 'Negative Impact or Impact Not Known' box at Question 15, will need to progress to full EIA.				
14.	Proceed to full EIA?	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>	
15.	What are your reasons for your decision? Through the consultation and development period there are likely to be changes to structure, function and processes that will impact on vulnerable groups. The degree of impact will need to be monitored through the remodelling process to ensure that the most vulnerable groups continue to receive a priority services.			

1st Authorised signature (Lead Officer):



Date: 18.6.14

2nd Authorised Signature (Member of DMT):

Date:

Once completed and authorised by the Departmental Equalities Group, this Equality Questionnaire will need to be published on our website. Please send a copy of this form to the Members Secretariat in the Chief Executives Department to louisa.jordan@leics.gov.uk

¹ 'Impact Not Known' – tick this box if there is no up-to-date data or information to show the effects or outcomes of the function, policy, procedure or service on all of the equality strands.

Equality Questionnaire

This questionnaire is a pre Equality Impact Assessment tool which will enable you to decide whether or not the **new, proposed or significantly changed** policy/ practice/ procedure/ function/ service needs to go through a full Equality Impact Assessment. For further information on the equality questionnaire see the [guidance](#).

Name of policy/ practice/ procedure/ function/ service being assessed:	Remodelling – Early Help services
Department and Section:	Children & Young People Services
Name of lead officer and others completing this assessment:	Moira O’Hagan
Contact telephone numbers:	0116 3055233
Date EIA assessment completed:	23/06/14
1.	<p>What is its purpose?</p> <p>The County Council delivers early help and preventative services to children and young people and their families. Families present with a wide range of presenting issues. At one end of the spectrum emerging needs are identified early so that problems are nipped in the bud and families are supported to manage without the need for further intervention. Services such as the Children Centre programme, Family Steps or youth services may support families at this level of need. Families where a number of risk factors are present may be struggling with more entrenched or complicated problems– these issues are very likely to escalate without intervention. Services such as the Youth Offending service, the Strengthening Families Service or Supporting Leicestershire Families service would currently provide services to these families.</p> <p>The remodelling project of Early Help services is one of the Councils main transformation projects (T24 projects). The Medium Term Financial Strategy first target for Early Help is significant - £3.6M by April 2016/17.</p> <p>A new commissioning strategy for Early Help & Family Support services will provide the overarching framework for a revised approach. Additionally the restructuring of existing services including front line and back office teams provides an opportunity to integrate teams and streamline processes to achieve maximum efficiency in order to deliver the required savings target.</p>
2.	<p>What are its main objectives?</p> <p>.</p> <p>The project will have 3 broad work-streams:</p> <ul style="list-style-type: none"> • remodelling of existing workforce into an integrated service • strategic review of the statutory elements within Early Help (Children centre programme/YOS) • review of commissioning activity

3.	<p>What will it achieve? Who are its beneficiaries?</p> <p>The project objectives are as follows:</p> <ul style="list-style-type: none"> • Analysis of data and information to inform commissioning choices, the prioritisation and deployment of resources within the available budget • Consideration of alternative forms of delivery to reduce public sector costs • Build an integrated service that eliminates duplication and ensures a seamless and effective experience for users ensuring that services can build the parenting capacity of vulnerable families to support their children in achieving positive outcomes; • Deploy resources more effectively by creating a flexible workforce who have a sufficient breadth and depth of knowledge, skill and experience (multi-skilled) to deliver agile and responsive services • Reduce the number of children requiring intervention from statutory services • Identify the communities which could play a role in supporting and providing early help related services to build social capital and inform the Corporate approach to community development 		
4.	<p>Who is responsible for implementing it?</p> <p>Remodelling Project Group: Walter McCulloch Project Assurance: Transformation Board, Lesley Hagger Project Lead: Moira O'Hagan</p>		
		Yes	No
5.	Has prior consultation on the proposal been undertaken?	X	
6.	Has this consultation indicated any dissatisfaction with it from a particular section of the community?		
7.	<p>If yes to Question 6, please state what this dissatisfaction is:</p> <p>Previous consultation with partners and families in relation to the development of the SLF team was felt to be entirely relevant and still useful. Some limited external discussion with partners in the district councils alongside extensive consultation with staff internally has helped in the development of a new model for the service. The first phase of the project focuses on management restructuring and therefore we anticipate that the direct experience of families should be improved by early service developments.</p> <p>Informal consultation with staff and partners about reduced budgets going forward has exposed general fears that early interventive work will not be sustainable with reduced resource and that all focus will shift to the most vulnerable families or on the delivery only of statutory requirements.</p>		
		Yes	No
8.	Is there evidence or any other reason to suggest that it could have a different effect or adverse impact on any section of the community? Or more specifically, one or more of the protected characteristics?	X	
9.	Is a system in place to monitor its impact?	X	
10.	If yes to Q9, what does this monitoring show?		

The remodelling project is in relatively early stages. However planning to monitor and mitigate adverse impact will be addressed through engagement with stakeholders and partners via the current governance arrangements. Any impact is unlikely to be felt until some time after April 2015. Any impact on the community will be picked up within the 5 localities where well established partnership groups are already operating. . Close working with the other 3 departmental transformation projects will be required and systems are in place.

Note: If no to Question 9, you will need to ensure that monitoring systems are established to check for impact on all nine protected characteristics.

11. Who is likely to be affected by the proposal? Which of the protected characteristics? **(Please tick)**
 Explain how each protected characteristic is likely to be affected below:
 [NB. Alternatively, if no protected characteristic is deemed to be affected, please explain why]

	Yes	No	Comments
Age	X		Children young people (pre-birth to 19/25) will be affected as services reduce by approximately 30% Work to develop a co-commissioning approach to service development with partners including schools may help to offset these reductions but they will not be established by April 2015.
Disability	X		As above. Services for families living with disability will continue to be provided. The desired outcome is that Early Help services are inclusive and can provide an appropriate level of service for those with additional needs including those living with a disability.
Gender Reassignment		X	As above. The desired outcome is that Early Help services are inclusive and can provide an appropriate level of service for those with additional needs regardless of the assignment of gender.
Marriage and Civil Partnership		X	Regardless of relationship status, children's needs are central to decision making.
Pregnancy and Maternity	X		Early Help services will be targeted at those with additional needs. Therefore young people, or those more vulnerable in society, who are expecting children will be supported to access appropriate services. Services will also be available through universal providers/primary care. There is already strong alignment of universal and targeted services for this group.
Race		X	Regardless of race, children's needs are central to decision making.
Religion or Belief		X	Regardless of religion or belief, children's needs are central to decision making.
Sex		X	Regardless of children's sex, children's needs are central to decision making.
Sexual Orientation	X		As above. The desired outcome is that Early Help services are inclusive and can provide an appropriate level of service for those with additional needs regardless of sexual orientation. Young people will also

			receive appropriate services through universal or voluntary sector services.
	Other groups e.g. rural isolation, deprivation, health inequality, carers, asylum seeker and refugee communities, looked after children, deprived or disadvantaged communities	X	Early Help will be provided for those families with additional needs and existing risk factors. Priority groups will be identified through the needs assessment and outlined in the commissioning strategy but are very likely to be those living in deprived or disadvantaged communities.
	Community Cohesion	X	Current activity within early help services supports community cohesion. The remodelling project will seek to continue this approach where feasible and through the continued development of the workforce and a greater focus on co-production with the community.
12.	Other comments: The Early Help service will continue to focus its resource on those who are most vulnerable. Through the life of this project there are likely to be changes to internal structures, functions and processes that may impact on the way that we work with vulnerable groups. The degree of impact will be monitored via our existing partnership arrangements within localities to ensure that the needs of the most vulnerable are identified and addressed as early as possible. It is unlikely that dedicated or be-spoke services can be maintained in every situation. A growth bid for young carers may be the exception if approved.		
13.	Decision:		
	No Impact <input type="checkbox"/>	Positive Impact <input type="checkbox"/>	Neutral Impact <input type="checkbox"/>
			Negative Impact or Impact Not Known ² <input checked="" type="checkbox"/>
Note: If ticked 'Negative Impact or Impact Not Known' box at Question 15, will need to progress to full EIA.			
14.	Proceed to full EIA?	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>
15.	What are your reasons for your decision? Through the life of this project there are likely to be changes to Early Help internal structures, service functions priorities and processes that may impact on some identified vulnerable groups. The degree of impact will be monitored and reported through existing partnership arrangements that are operational within localities. Wider public consultation on some later aspects of the remodelling project will also enhance our understanding of impact and help us steer on going change work.		

1st Authorised signature (Lead Officer):

Maria O'Hagan

Date: 23.6.14

² 'Impact Not Known' – tick this box if there is no up-to-date data or information to show the effects or outcomes of the function, policy, procedure or service on all of the equality strands.

2nd Authorised Signature (Member of DMT):



Date: 31st march 2015

Once completed and authorised by the Departmental Equalities Group, this Equality Questionnaire will need to be published on our website. Please send a copy of this form to the Members Secretariat in the Chief Executives Department to louisa.jordan@leics.gov.uk

Section 3: Equality and Human Rights Impact Assessment (EHRIA) Report

Section 3: Equality and Human Rights Impact Assessment Report

This part of the assessment will help you to think thoroughly about the impact of this policy and to critically examine whether it is likely to have a positive or negative impact on different groups within our diverse community. It is also to identify any barriers that may detrimentally affect under-represented communities or groups, who may be disadvantaged by the way in which we carry out our business.

Using the information gathered either within the EHRIA Screening or independently of this process, this EHRIA Report should be used to consider the impact or likely impact of the policy in relation to all areas of equality, diversity and human rights as outlined in Leicestershire County Council's Equality Strategy.

Section 3

A: Research and Consultation

When considering the target groups it is important to think about whether new data needs to be collected or whether there is any existing research that can be utilised.

15.	<p>Based on the gaps identified either in the EHRIA Screening or independently of this process, <u>how</u> have you now explored the following and <u>what</u> does this information/data tell you about each of the diverse groups?</p> <ul style="list-style-type: none">a) current needs and aspirations and what is important to individuals and community groups (including human rights);b) likely impacts (positive and negative, intended and unintended) to individuals and community groups (including human rights);c) likely barriers that individuals and community groups may face (including human rights)
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The Children & Families Service is required to collect a wide range of information for central government and Ofsted inspections. From this information, it is possible to build a profile of social care service users against the protected characteristics that are monitored by Leicestershire County Council.

At March 31st 2014, there were 455 looked after children in Leicestershire. Of these:

- Gender: 57% Male, 43% Female
- Age: 7% under 1, 22% 1 – 4, 21% 5 – 9, 32% 10 – 15, 19% 16+
- Ethnicity: 88% White, 9% Mixed and 2% Asian or Asian British
- Unaccompanied Asylum Seekers: 2%

At March 31st 2014, there were 5,010 children in need in Leicestershire. Of these:

- Disability: 11.7% were recorded as having a disability

Certain protected characteristics (or aspects thereof) are over-represented in the profile of service users, but this is primarily due to the fact that service provision is assessed for specific needs, which include characteristics such as disability, deprivation and pregnancy or maternity. For example, our health partners working in Children's Centres provide specific ante- and post-natal services. Delivering services in partnership in this way improves support to families and contributes to equality of opportunity across different groups.

Needs, aspirations, impacts and barriers are considered for groups in a number of different ways that provide insight, below:

The needs and barriers that may influence equal access to opportunities in Leicestershire were explored in a **2010 Equality Mapping** exercise, considering factors at different life stages.

For those 0-5 years old it was identified that male children born to poorer families are likely to experience 'intergenerational disadvantage', and that this disadvantage is increasing over time. Different patterns were identified for female children. Areas of higher need in Leicestershire are concentrated around Loughborough, Coalville and South Wigston, due to worklessness or lone parent families.

For those aged 5-15 years it was found that children and young people in deprived areas are more likely to be obese (particularly for females), but that Leicestershire has a lower obesity rate for this age range than that nationally. It was found that children in care are more likely to state that they had been bullied in Leicestershire schools. The number of children and young people in need of a child protection plan in Leicestershire is lower than that of comparative authorities, but domestic abuse within the family increases the risk of abuse towards children and young people. Parental aspirations for children and young people are highest amongst non-white groups, and this may have a positive impact on resilience against economic disadvantage. Younger parents, parents from a white background or deprived families were less likely to prioritise education over other issues. Some cultural factors may impact on the relevance of education, particularly as children move on to secondary schools. Traveller groups were identified as having significant barriers to fully accessing the national curriculum. At this age range, children and young people were more likely to have information collected about them, not with them, and Leicestershire aspires to help all children and young people feel heard.

For those at 13-19, girls from deprived backgrounds (aged 15-17) are more likely to become pregnant. The conception rate in Leicestershire for this age group (date) is lower than the national average, with North West Leicestershire having the highest rate in the county and Harborough the lowest. There are increasing differences identified by gender, such that males in this age group are more likely to be at risk of violent crime, whereas females are more likely to be at risk of domestic abuse. The gender gap in terms of educational attainment increases, with boys less likely to achieve than girls. There is an attainment gap between those eligible for free school meals (deprivation) and those not, and this does not appear to be closing in Leicestershire. Those eligible for free school meals are also more likely to have higher unauthorised absence rates. It was identified that negative perceptions of teenagers can present additional barriers to this group, and that these perceptions are not necessarily supported by current research. Youth reoffending rates in Leicestershire are significantly lower than national averages. There is a trend for young people to remain in education post-16, and in Leicestershire the highest concentration of NEET focuses around Loughborough and Coalville.

The needs of residents were explored across Leicestershire in the **2012 Joint Strategic Needs Assessment (JSNA)**, of which a chapter looked specifically at the needs of children and young people in Leicester, Leicestershire and Rutland. The JSNA found that there is a trend for increasing numbers of children and young people with complex health needs – the report estimates that there are between 4,300 and 7,800 children and young people in Leicester, Leicestershire and Rutland that are experiencing some form of disability. The **2011 CAMHS (Children and Adolescent Mental Health Services) Needs Assessment** estimates that there are 3,700 children and young people in Leicester, Leicestershire and Rutland with a learning disability. The JSNA 2012 notes that there were 2,500 children and young people with a statement of special educational needs (SEN) in Leicestershire. The JSNA also found that although the number of children in care is rising (353 in March 2011, 27 per 10,000), it is well below the average for our nearest statistical neighbours (46 per 10,000) and England overall (59 per 10,000). The largest group of children in care in Leicester, Leicestershire and Rutland is 10-15 year olds (38% of children in care in LLR) which is in line with the national profile. The JSNA found that care leavers are disproportionately affected by health issues such as learning difficulties, pregnancy or mental health issues.

In 2014 a **cluster analysis** of families receiving Early Help services was undertaken by the Research and Insight team reviewing the presenting needs. As a result families were grouped into clusters. The 8 key clusters identified were:

- Complex families furthest from the labour market (252 families, 11%);
- Unstable parents struggling to cope (288 families, 13%);
- Families with housing needs (234 families, 10%);
- Families with child development needs (433 families, 19%);
- Families with older child issues (244 families, 11%);
- Families with child behaviour issues (420 families, 18%);
- Single parents with child issues (272 families, 12%);
- Families with domestic abuse (151 families, 7%).

This analysis found that families had multiple needs (usually 2-3) when presenting to the locality hub. The most common family need by far was 'Child Behaviour', with 7 out of 10 families presenting this need, and this need is featured in 7 of the 8 key clusters. All other individual needs were far less prevalent - 'Single Parent' ranked second most prevalent with around one third of families presenting this need. Approximately one third of families referred were signposted to other external services. One quarter of those receiving a service was deemed to have a significant level of need requiring a more intensive level of support. Approximately 5% of families were re-directed to Social Care. Where ethnicity information was available, 7% of families were from a BME background, but 12% of families did not have ethnicity specified. This is an area for action.

National Data: The Children's Commissioner for England has commissioned a range of reports that consider the needs and aspirations of children and young people on relevant issues. The **2013 'What We Say We Need'** report considered important items, opportunities and aspirations for children and young people, surveying over 1,300 children and young people nationally. Key themes identified by respondents were:

- Money;
- Access to services;

- The importance of family and friends;
- Basic items that people could not live without.

The report found that almost 90% of respondents ranked money as important, mainly as an enabler of opportunities and aspirations rather than an end in itself. The top three important service opportunities selected were health, education and support or advice to make important decisions. Basic items that were seen as most important were having a home, having someone to care for you and having food and water. Disabled children and young people placed greater emphasis on opportunities for sport, holidays and travel, and valued a good social worker (where appropriate) and good transport as important. Children and young people in care, or care leavers, placed emphasis on access to practical items such as cookers, living space and the need to feel safe in their home. They placed greater value on support from professionals, including social workers, teachers and support staff.

The **2014 Ofsted 'From a distance'** report investigated the provision of looked after children placements away from their home community, considering the needs of service users as well as the duties of local authorities and partners. The report found that many service users surveyed were satisfied with the support they received, but that the level of attention these placements received from local authorities and the lack of proper information sharing between local authorities and agencies were key issues.

Leicestershire County Council consulted with stakeholders including residents, staff, partners and other interested groups on the **2014-18 Draft Financial Plan**. The risk of cutting services for children and young people was highlighted as a key concern (within the top 15 categories of comment) in terms of the comments received from respondents. Younger people (under 35 years old) and those from Asian or Asian British background were under-represented in the set of respondents. A more in-depth **2013 Consultation on Leicestershire's Future** was undertaken, that revealed that children's social care and child protection were seen as areas where residents did not favour service cuts (61% and 70% respectively, either for no reduction at all or not very much reduction). Parents or carers were significantly more likely to want to protect services for children, as were those living in the most deprived areas of the county. However, respondents with long standing illnesses or disabilities were more likely to favour cuts to youth services, including child protection. BME respondents were more likely to favour protecting universal services over targeted ones. Children's Centres ranked 7th of 36 services that respondents felt should be reduced (either to some extent or a great deal), and those who were considered most likely to use this service were most likely to be opposed to service cuts. Focus groups were also far less likely to consider budget reductions for children's social care and child protection, particularly once they were given further information about these services. In terms of new ways of working, 81% of respondents agreed or strongly agreed that there should be more work with other agencies to support vulnerable families.

16. Is any further research, data collection or evidence required to fill any gaps in your understanding of the potential or known affects of the policy on target groups?

The Remodelling projects commissioned research and analysis to inform mapping for services to better understand patterns and levels of need.

Key stakeholders including parents and carers have been and will continue to be consulted to ensure their views are an integral part of planning: Consultation with children in care has been completed and further engagement will be sought during the transformation process. Consultation

with parent carers is established and ongoing, with particular focus on developing the parent carer policy, Local Offer and development of support opportunities within the social care, early intervention and vulnerable learner strategies. A separate EHIA questionnaire has been completed to consider the parent carer policy.

Staff and stakeholder events have taken place and further events will be scheduled in relation to the Children Centre Reviews and development of the social care, early intervention and vulnerable learner strategies.

Child Journey mapping is being completed by One Vision, which will provide the department with information about 'missed opportunities' to make the greatest impact to the most vulnerable, and also allow us to apply appreciative enquiry (identify what worked for these families). A cohort of complex need children was identified for this analysis. This information will be used to inform the social care, early intervention and vulnerable learner strategies.

17. Based on the gaps identified either in the EHRIA Screening or independently of this process, how have you further consulted with those affected on the likely impact and what does this consultation tell you about each of the diverse groups?

A significant amount of consultation with families takes place as part of business as usual. Some of this learning is informing our understanding of impact.

In addition a broad range of consultation has been recently undertaken with different stakeholder groups:

- Workshops with partners and VCS organisations in August and September 2014;
- Informal consultation with staff groups, and on specific change proposals, in September 2014;
- Consultation on importance with Service Users in September 2014;
- Consultation with Parent Carer's Council in 2014 and 2015;
- Formal consultation with staff on organisational change and HR Action Plans in November and December 2014;
- Public consultation on proposed changes to use of Voluntary & Community Sector organisations in November and December 2014.
- Consultation with the Children in Care Council during 2014

A series of workshops were held with partners, including key stakeholders, VCS organisations we have contracts with, and other private and public sector providers in August and September 2014. These meetings focused on the risks that might arise through proposed service changes, and the potential for developing different ways of working in future. Responses from this consultation generally considered the overall model of service provision and the risks to service users overall (not the specific protected characteristics) but did note that there is a perceived inequality of service provision across different districts or boroughs. This inequality may impact on deprived families in key risk locations (such as Coalville, Loughborough and South Wigston) if those families are unable to access specific services. The potential impact on those with disabilities (SEND) was mentioned in terms of loss of funding. These workshops lead into the public VCS consultation described below.

Staff Consultation: Groups of staff were consulted informally on a number of change proposals in September 2014. These proposals included new service models for Early Help services and a range of specific proposals as part of remodelling Children's Social Care.

As part of the general informal consultation, a number of questions were raised. These concerns focused around the impact on models of care, roles, and the capacity to provide services and the processes for different groups of service users. Some specific teams were consulted separately particularly where provision related to delivery of statutory duties.

Regarding the proposal to centralise Child in Care teams or locate these managers at County Hall the response was mixed but generally more negative than positive, particularly for centralising management. Feedback accounted for views on the impact on staff, associated business processes, and on the young people that services are provided for. The overwhelming staff view was that Child in Care Team should not be relocated centrally, as young people engage well with their social workers through visits to the locality area offices and would not be able to do this if they had to travel a greater distance or make appointments. As such the decision was made to maintain the area office location of Child in Care Teams.

Feedback on the proposal for a tier 3-4 service (high cost / complex needs in line with CAHMS offering) was mixed but generally more positive than negative, and most of the points raised were seeking clarification on how the idea might be implemented. The view is that dedicated groups of professionals working to support this cohort of children will help them to remain at home and in their communities.

Child and Young Person consultation: Needs and aspirations were explored with groups of service users (groups of children in care, 7-13 and 14+) at 2 remodelling consultation events in 2014 through the Child in Care Council. This work explored the views of children and young people in care in relation to the people involved in their lives, what is important or could be better, and what some of the solutions to their issues might be. Those consulted said that a wide range of family, friends, educators, social and support workers were all able to make a difference in a family or a care setting. A common issue was the scope to improve interactions with Social Workers, primarily the amount of time spent with children in care and arrangements for when a Social Worker is away. They were also concerned about 'putting' a time limit on the work done by the new duty response team, saying that every child will need something different from a social worker to trust them and a time limited process would prevent the building of this relationship. They did understand that there are statutory timelines for this but felt social workers should not feel bound by this if a child needed more of their time. Some of the key themes apparent in responses were communication, engagement and honesty.

Parent Carers: Consultation with the Parent Carer's Council began in November 2014 and January 2015 is expected to continue through 2015. They are assisting in the development of the Parent Carer offer across early help and social care and will also contribute to the review of the Disabled Children's Service. With their support we will identify priorities and gaps in service delivery and look at models of meeting priority need.

A public consultation began in September 2014 on the proposed changes to voluntary and community sector support for children and families. This consultation invites views on proposed changes that will impact on the VCS, including the shift to Early Help, the need for closer working between LCC and VCS organisations to develop appropriate services, and the need to review existing contracts with VCS organisations in order to save money. This consultation runs to the end of November 2014. Feedback from this consultation will be fed into a Cabinet report and considered in developing more detailed proposals for change.

18.	Is any further consultation required to fill any gaps in your understanding of the potential or known effects of the policy on target groups?
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A number of consultative activities are in progress that the remodelling projects will need to take into account:

Monitoring of new social care structure decision making thresholds and identification of service pathways during January and February 2015;
 Threshold Meeting Groups to begin in February 2015;
 The Children in Care Council is undertaking a consultation survey in January 2015;
 Disabled Children Service informal consultation in December/January 2015;
 Parent Carer engagement continues;
 Multiagency and staff engagement relating to the development of commissioning strategies;
 Public consultation is likely to be required for any material changes at Children’s Centres.

Section 3
B: Recognised Impact

	Based on any evidence and findings, use the table below to specify if any individuals or community groups who identify with any ‘protected characteristics’ are <u>likely</u> be affected by this policy. Describe any positive and negative impacts, including what barriers these individuals or groups may face.	
		Comments
19.	Age	<p>Developmental milestones are an important guide to help us know what to expect from children along their journey but also to help us understand what their needs are going to be. Whilst every child is unique, using an ‘Ages and Stages’ framework will ensure we provide parents or carers with the most useful general information so that they can support their children in the best way they can. Where the children have particular needs or disabilities, the framework will help provide parents, carers and other professionals with the more specialist information they need to support children and ensure they access the right services at the right time.</p> <p>New practices and commissioning activity will be aligned with the significant milestones in a child and family’s life, whether that child is living with their family or in a foster or adoption placement. Within this framework service provision will be measured against outcomes for children. Three developmental stages will set the parameters for practice changes and outcomes sought from providers of the placement:</p> <ul style="list-style-type: none"> • 0-5 Ready for school, ready to learn • 5-14 Ready to choose a path • 14+ Ready for adulthood. <p>Social care resources will fundamentally be prioritised to ‘narrow the gap’ or improving the rate of progress for</p>

	<p>better outcomes for children who are at most risk of underachievement. These are children and young people whose development or educational attainment may be affected by complex social factors or where parental needs or behaviours are significantly impacting on the child's life chances and safety.</p>
<p>Disability</p>	<p>Currently, 11.7% of children in need identify as disabled. Disability is a factor of assessments and specific services are provided to cater for this need. As part of the transformation process the definition of disability was reviewed and DMT agreed the use of the full definition of disability as set out in the Children Act 1989. The implications, the concerns raised by parent carers and impact are set out in the EIA questionnaire for the Parent Carer Policy.</p> <p>Children and adults may be adversely affected by reductions in services for disabled children or adults. The Disabled Children's Service will be subject to a review which will include public and staff consultation. Impact issues will be considered in this process including the availability and accessibility of services for those with disabilities. Although there is a MTFS saving requirement, through reviewing this service in the context of other vulnerable group providers such as SENA and the Transition Team, some of the savings will be made through efficiency.</p>
<p>Gender Reassignment</p>	<p>Service users who are in transition or who have transitioned may feel unable to access gender-specific groups, and if groups specifically for transgender service users are not available they may feel excluded from services. Data is not available on the numbers of individuals considering or having undertaken gender reassignment in Leicestershire.</p>
<p>Marriage and Civil Partnership</p>	<p>Services to children, young people and families are delivered in a non-discriminatory way, based on the need in the family rather than the 'make-up' of the family. Parents are key to ensuring Leicestershire children are safe, healthy and emotionally well and services will work with all parents.</p>
<p>Pregnancy and Maternity</p>	<p>Pregnancy or maternity is factored into assessments and services are tailored to suit this need. Women in the ante- and post-natal periods may be adversely affected by reductions in delivery of universal services in Children's Centres such as ante-natal groups or groups to reduce social isolation. As such co-production activity with other agencies and community capacity building will be part of the early intervention strategy.</p>

<p style="text-align: center;">Race</p>	<p>It is unknown whether service users already feel less able to access some services because of their race however services are expected to deliver non-discriminatory services to all children, young people and their families.</p>
<p style="text-align: center;">Religion or Belief</p>	<p>It is unknown whether service users already feel less able to access some services because of their health however services are expected to deliver non-discriminatory services to all children, young people and their families.</p>
<p style="text-align: center;">Sex</p>	<p>It is unknown whether service users already feel less able to access some services because of their sex however services are expected to deliver non-discriminatory services to all children, young people and their families.</p>
<p style="text-align: center;">Sexual Orientation</p>	<p>It is unknown whether service users already feel less able to access some services because of their sexual orientation however services are expected to deliver non-discriminatory services to all children, young people and their families.</p>
<p style="text-align: center;">Other groups e.g. rural isolation, deprivation, health inequality, carers, asylum seeker and refugee communities, looked after children, deprived or disadvantaged communities</p>	<p>Rurally isolated groups may be adversely affected by this policy if:</p> <ul style="list-style-type: none"> • Outreach/home-based services are withdrawn • Due to lack of public transport in rural areas, building-based services are difficult or impossible to access without privately-owned transport. • Information and resources are only provided online and access to broadband services is limited or non-existent. Access to library services for internet provision at low/no cost is limited due to lack of transport and/or reduced library opening hours. However, all service users will still be able to telephone the Family Information Service and/or First Response Children’s Duty if they require information or advice. • Community universal services have always been and will continue to be integral in providing families with appropriate advice and signposting to early help or statutory services if necessary. <p>Economically deprived groups (including young people who are not accessing education, employment or training (NEET)) – Children and young people in Leicestershire compared to the England average have low levels of NEET. The children at highest risk include children with complex health needs, children missing education, traveller children and children in care. The vulnerable learner strategy will set out how the needs of these children will be met.</p>

	<p>Any groups experiencing vulnerabilities/inequalities, such as those identified within the children’s centre programme, may be adversely affected by this policy if services are substantially reduced or withdrawn. These may include:</p> <ul style="list-style-type: none"> • Child development; • Child and maternal mental health; • Low adult education levels; • Financial issues; • Domestic abuse; • Housing needs; • Substance misuse; • Poor parenting skills; or • Young carers (although the authority has developed a Parent Carer policy that covers young carers). <p>However it is the intention of the remodelling to give due consideration to those children and young people who are most vulnerable, using resources to make the biggest difference for those whose needs cannot be met through universal provision. The early help service will also work with partner agencies to produce services that jointly address the needs of these groups e.g. the work of the Domestic Abuse Strategy Group.</p> <p>Migrant workers and other new arrivals may be adversely affected by this policy if outreach services are reduced or withdrawn. The early help service will work with partner agencies to produce services that jointly address the needs of migrant groups, and appropriate support services will be identified by C&FS should the level of need require targeted early help or statutory services.</p>
<p style="text-align: center;">Community Cohesion</p>	<p>The County Council’s Medium Term Financial Strategy requires us to work with significantly reduced resources and develop radical new approaches to the way families are supported and services delivered. For Children and Family Services this means striking a fresh balance between a ‘predict and prevent’ approach and formal intervention. Children’s safety continues to be our highest priority and we will not jeopardise this - there will always be a need for specialist services, when we must take formal action to safeguard children who are experiencing significant harm. However we must also do our best to divert as many children as possible from this path of formal state intervention.</p> <p>Work during 2015 will further review the implications of</p>

		<p>the Council's Medium Term Financial Strategy and consider how to deploy the available resource to best effect.</p> <p>The remodelling requirements will put a greater emphasis of secondary and tertiary prevention service delivery however, early help services will play an important role in influencing and shaping primary prevention services in communities in order to promote independence and cohesion.</p>
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20.	<p>Based on any evidence and findings, use the table below to specify if any particular Articles in the Human Rights Act are <u>likely</u> apply to your policy. Are the human rights of any individuals or community groups affected by this proposal? Is there an impact on human rights for any of the protected characteristics?</p>	
		Comments
	Part 1: The Convention- Rights and Freedoms	
	Article 2: Right to life	<p>There is an active obligation to protect life where a public authority is aware of an imminent and real threat to someone's life. Public authorities should take appropriate preventative operational measures to protect that person. There is a similar obligation where a person is under the care of a public authority, in that it must take appropriate steps to ensure that the person is safe.</p> <p>This article applies to child protection in terms of the need to intervene, and to all looked after children under the care of Leicestershire County Council, in terms of the need to ensure that the looked after child is safe. No impact on the right of any particular protected characteristic has been identified.</p> <p>Early help and children's social care have a statutory duty to provide child in need and child protection services (Children Act 1989 Section 17 and 47). For the purposes of this duty safeguarding children will continue to be a primary function of C&FS.</p>

<p>Article 3: Right not to be tortured or treated in an inhuman or degrading way</p>	<p>There is a positive obligation on public authorities to intervene to stop torture, inhuman or degrading treatment or punishment as soon as they become aware of it, even if a private individual is carrying it out.</p> <p>This article applies to child protection in terms of the duty to intervene to prevent significant risk of harm. Forms of statutory abuse include physical, emotional, sexual harm and neglect.</p> <p>It will also apply to the provision of Early Help services, particularly as service integrate to form multi-professional teams working across complex need and child in need families.</p>
<p>Article 4: Right not to be subjected to slavery/ forced labour</p>	<p>There are specific service user groups such as Unaccompanied asylum seekers or child migrants, to whom this may apply.</p> <p>See detail under Article 3. The proposed structural and practice changes does not affect C&FS duty to children and families under Article 4.</p>
<p>Article 5: Right to liberty and security</p>	<p>It is C&FS vision that Leicestershire is the best place for children, young people and their families. We will strive to ensure that children feel safe, achieve their potential and have their life chances improved. The proposed structural and practice changes does not affect C&FS duty to children and families under Article 5 and improves our ability to improve the outcomes for the most vulnerable children.</p>
<p>Article 6: Right to a fair trial</p>	<p>We recognise that children are best brought up in their own family. Where this is not safely possible, we will seek to ensure alternative high quality care arrangements and will work through the family courts to ensure that children and their families receive fair, judicial consideration.</p> <p>The proposed structural and practice changes does not affect C&FS duty to children and families under Article 6.</p>
<p>Article 7: No punishment without law</p>	<p>Not applicable</p>

<p>Article 8: Right to respect for private and family life</p>	<p>Article 8 includes the right for a family to live together and enjoy each other's company. We recognise that children are best brought up in their own family. Where this is not safely possible, we will seek to ensure alternative high quality care arrangements. We anticipate for most, and when appropriate, this will be a family placement within Leicestershire. We will continue to support our foster families, adoptive parents and extended family members who take on the care of vulnerable children.</p> <p>It is sometimes necessary to limit contact between a looked after child and a family member(s). Social Care services therefore need to have due regard for this article. No impact on the right of any particular protected characteristic has been identified.</p>
<p>Article 9: Right to freedom of thought, conscience and religion</p>	<p>The identity of a child, ethnic origin, beliefs etc. is integral parts of the family assessment. Where need arises from these areas, services should explore with the family the best ways to meet these needs.</p> <p>The proposed structural and practice changes does not affect C&FS duty to children and families under Article 7.</p>
<p>Article 10: Right to freedom of expression</p>	<p>Children, young people and parents' views should always be sought when completing assessments and where possible, their wishes respected. This practice is embedded in early help and social care practice and consistency of use monitored through QAIF.</p>
<p>Article 11: Right to freedom of assembly and association</p>	<p>N/A</p>
<p>Article 12: Right to marry</p>	<p>N/A</p>

	<p>Article 14: Right not to be discriminated against</p>	<p>A public authority should try to ensure that policies or decisions do not involve any form of discrimination (direct or indirect) on any ground. If it is necessary to treat some people more favourably than others there must be an objective and reasonable justification. Public authorities may be asked to produce reasons for decisions.</p> <p>Assessments do use certain protected characteristics to inform the determination of need and provision of appropriate services. This results in improved equality of opportunity of all to access the appropriate level of services. Reduction of service provision will reduce the range of services available from C&FS but will improve the focus of the service on those who are more vulnerable. Decisions to deploy services based on complexity of need does not equate to discrimination but judicious use of resources.</p>
<p>Part 2: The First Protocol</p>		
	<p>Article 1: Protection of property/ peaceful enjoyment</p>	<p>Not applicable</p>
	<p>Article 2: Right to education</p>	<p>Not applicable</p>
	<p>Article 3: Right to free elections</p>	<p>Not applicable</p>
<p>Section 3 C: Mitigating and Assessing the Impact</p>		
<p>Taking into account the research, data, consultation and information you have reviewed and/or carried out as part of this EHRIA, it is now essential to assess the impact of the policy.</p>		
<p>21.</p>	<p>If you consider there to be actual or potential adverse impact or discrimination, please outline this below. State whether it is justifiable or legitimate and give reasons.</p>	
<p>The County Council's Medium Term Financial Strategy requires us to work with significantly reduced resources and develop new approaches to the way families are supported and services delivered. For Children and Family Services this means striking a fresh balance between a 'predict and prevent' approach and formal intervention. Children's safety continues to be our highest priority and remodelling will not jeopardise this - there will always be a need for statutory services, when we must take formal action to safeguard children who are experiencing significant harm. However we must also do our best to divert as many children as possible from this path of formal state intervention. However we cannot afford to provide services that fall within the remit of universal or other statutory services.</p> <p>As such the remodelling requirements will put a greater emphasis of secondary and tertiary prevention service delivery. Early help services will play an important role in influencing and shaping primary prevention services in communities in order to promote independence and cohesion but will not be directly involved with provision of these services.</p> <p>It is not predicted that changes to the structure and processes of children's social care and early</p>		

help services will not have an adverse impact on any particular group. It is likely that by enabling our workers to spend more time with families in an environment of better knowledge sharing, will result in timely identification of more appropriate and proportionate services to support families.

Positive impacts may include:

- The reduction of duplication/overlap of services
- Improved equity of access to services
- Proportionate service delivery
- Improved working and co-production of support plans with families and other professionals
- Improved self-help opportunities through community capacity building
- Continued low levels of children requiring child protection and local authority care.

N.B.

i) If you have identified adverse impact or discrimination that is illegal, you are required to take action to remedy this immediately.

ii) If you have identified adverse impact or discrimination that is justifiable or legitimate, you will need to consider what actions can be taken to mitigate its effect on those groups of people.

22.	<p>Where there are potential barriers, negative impacts identified and/or barriers or impacts are unknown, please outline how you propose to minimise all negative impact or discrimination.</p> <ul style="list-style-type: none"> a) include any relevant research and consultations findings which highlight the best way in which to minimise negative impact or discrimination b) consider what barriers you can remove, whether reasonable adjustments may be necessary, and how any unmet needs that you have identified can be addressed c) if you are not addressing any negative impacts (including human rights) or potential barriers identified for a particular group, please explain why
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No discrimination was identified as a result of this EHRIA. The only area of concern raised by the public relates to the definition of disability. This issue is addressed in the Parent Carer Equality Impact Questionnaire.

**Section 3
D: Making a decision**

23.	Summarise your findings and give an overview as to whether the policy will meet Leicestershire County Council’s responsibilities in relation to equality, diversity, community cohesion and human rights.
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This impact assessment finds that Early Help and Children’s Social Care services have a good understanding of, and account for the specific needs of service users, including where those needs fall within a protected characteristic.

A wide range of stakeholders have been consulted or are being consulted on aspects of service provision or proposed changes. Those consulted include service users, staff, external providers and voluntary and community groups. Feedback from consultations is being used to help shape the remodelling projects. There are some gaps in consultation and research that need to be addressed.

The remodelling changes proposed are likely to have a low negative impact on service users identified with a protected characteristic, with particular questions about disability.

No discrimination was found in completing this assessment.

Section 3

E: Monitoring, evaluation & review of your policy

24.	<p>Are there processes in place to review the findings of this EHRIA and make appropriate changes? In particular, how will you monitor potential barriers and any positive/negative impact?</p> <p>Any actions that need to be managed or delivered by the Remodelling Early Help and Children's Social Care projects will be included in the project documentation and tracked by the members of the project team as required. Leicestershire County Council delivers projects using PRINCE2 methodology, and the council requires project plans, risks, issues, actions, decisions and lessons learned all to be formally documented and managed.</p> <p>Transition planning for the implementation of new service structures includes a robust auditing process during which auditors are required to comment on any concerns, risks, practice and process issues with particular reference to vulnerability and ensuring service users are safe and are getting the right response. Auditors are senior managers and the overview report and resulting action plan will be scrutinised by the Senior Management Team (chaired at Assistant Director level).</p>
25.	<p>How will the recommendations of this assessment be built into wider planning and review processes? <i>e.g. policy reviews, annual plans and use of performance management systems</i></p> <p>Recommendations, improvement actions and monitoring processes will be built into the planning, management and governance of the Remodelling Early Help and Remodelling Children's Social Care Projects as required.</p> <p>If any ongoing work is required, this will be passed to the services to deliver as part of Business As Usual.</p>

**Section 3:
F: Equality and human rights improvement plan**

Please list all the equality objectives, actions and targets that result from the Equality and Human Rights Impact Assessment (EHRIA) (continue on separate sheets as necessary). These now need to be included in the relevant service plan for mainstreaming and performance management purposes.

Equality Objective	Action	Target	Officer Responsible	By when
Advance equality of opportunity between different groups	Audit and improve practices and process to identify the most vulnerable children.	100% safe transfer of cases from the decommissioned service;	Nicci Collins	31 January 2015
	Implement immediate safeguarding measures for those who are at risk of harm, remain of a good standard.	Same day response to those children at risk of immediate harm.	Chris Nerini	Ongoing monitoring and reporting for the service.
	Provide early help services to those children and their families with complex needs.	Cases are considered at the Hub within 2 weeks and an early help pathway identified by professionals.	Ellie Lowe	As above
	Provide advice and signposting to families with additional needs.	Provision of Local Offer information, advice and signposting from FRCD and continued provision	Nicci Collins/Chris Bristow	April 2015 (compliance delivery)

		of a professional advice line service.		
Disability	Review of service (Whole Life Disability and SEND drivers)	<p>Launch of new vulnerable children service by April 2016.</p> <p>Delivery of a Local Offer (including universal services, targeted services and early help and social care service pathway for children with disabilities).</p>	Chris Bristow Moira O'Hagan Nicci Collins	April 2016
Economically deprived groups	Commissioned services on the basis of needs arising from analysis and research.	<p>Provision of targeted co-produced delivery plans for:</p> <ul style="list-style-type: none"> • Reducing or managing the impact of domestic abuse on children • Reducing or managing the impact of parental drug and alcohol abuse • Adolescent Mental Health • Emotional and Behavioural needs 	Jane Moore Kerrie Scraton	April 2016

Section 4: Sign off and scrutiny

Upon completion, the Lead Officer completing this assessment is required to sign the document in the section below.

It is required that this Equality and Human Rights Impact Assessment (EHRIA) is scrutinised by your [Departmental Equalities Group](#) and signed off by the Chair of the Group.

Once scrutiny and sign off has taken place, a depersonalised version of this EHRIA should be published on Leicestershire County Council's website. Please send a copy of this form to louisa.jordan@leics.gov.uk, Members Secretariat, in the Chief Executive's department for publishing.

Section 4 A: Sign Off and Scrutiny

Confirm, as appropriate, which elements of the EHRIA have been completed and are required for sign off and scrutiny.

Equality and Human Rights Assessment Screening

Equality and Human Rights Assessment Report

1st Authorised Signature (EHRIA Lead Officer): Nicci Collins

Date: 31st March 2015

2nd Authorised Signature (DEG Chair):



Date: 31st March 2015