

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.

Please refer to the EHRIA [guidance](#) before completing this form. If you need any further information about undertaking and completing the assessment, 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:	Review and proposal for Therapeutic Services Provision, CAMHS
Department and section:	Children and Family Service
Name of lead officer/ job title and others completing this assessment:	Nicci Collins Head of Service Fostering, Adoption, Children in Care and the Virtual School
Contact telephone numbers:	0116 3054504
Name of officer/s responsible for implementing this policy:	Heather Hughes, Team Manager, Team Around the Child Dawna Moffat, Team Manager, Dedicated Placement Support Team Sue West, Team Manager, Kinship Team Sandy Chamberlain, Training Co-ordinator
Date EHRIA assessment started:	20.7.17
Date EHRIA assessment completed:	26.7.17

Section 1: Defining the policy

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You should begin this assessment by defining and outlining the scope of the policy. You should 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](#).

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

Leicestershire Children and Family Services, Children Social Care and Early Help teams utilise an externally commissioned service to provide support for adopted children/young people and children in care with underlying mental health needs.

This provision is currently delivered on Leicestershire County Council behalf through a CAMHS Mental Health Grant which is paid to Leicestershire Partnership Trust (LPT) who commission CAHMS Young Person's Service. The CAMHS YPS also delivers to Leicester City and Rutland, and provides a service to all children living in these authorities.

This paper sets out the need to review of the CAHMS Mental Health Grant and sets out proposals for future service provision to:

- Better address **emotional wellbeing needs** of looked after children, adopted children and those children living with kinship carers
- Better address **emotional wellbeing needs** of looked after children placed in residential care
- Ensure that the funding is used for Leicestershire children and their carers rather than those children placed in Leicestershire by another authority, or those adopted children for whom other local authorities have a statutory duty (within 3 years from placement order being made)
- Ensure that staff and carers receive the advice and support they need to help our children understand their live experiences, and in doing so, growing and empowering the team around the child
- To ensure that training is targeted to Leicestershire's children and carers' needs.

Background:

Most children in care have complex needs directly related to their emotional-behavioural needs, where the need is not specifically related to a specific Special Educational Need or Disability (SEND) and largely unrelated to a mental health need.

Their needs are symptomatic of their cumulative experiences and losses. For

some of these children, the County Council staff does not have the therapeutic/counselling experience or training to support the child or young person.

This creates a 'gap' in provision and children with emotional wellbeing difficulties do not get the right help at the right time which has resulted in disruption or breakdown to placement and impact on educational stability.

What Leicestershire County Council currently commission:

Leicestershire County Council commissions services from CAMHS which is used to enhance CAMHS's statutory duty to children with mental health needs, but not those with emotional wellbeing needs.

The funding is pooled into a budget for the CAMHS Young Person's Team comprising:

Clinical Lead
Admin
Consultant Psychiatrist
Clinical Psychologist
Child Psychiatric Nurses
Primary Mental Health Worker
Assistant Psychologist

Core Clinician Areas are:

Urgent mental health assessment and interventions
Medication initiation, monitoring and review
Neurodevelopmental assessments and intervention
Mental health/therapeutic intervention (individual and group)
Indirect work – regular consultation clinics, support to residential children's homes (1 County), training, outreach, support to universal services.

As the YPT has additional funding, the team offer **additionality** including:

Indirect work and multiagency liaison
Broader referral criteria to generic CAMHS including 'attachment disorder/difficulties with concurrent mental health presentation' as attachment difficulties is a 'significant risk factor for mental health difficulties'
Therapeutic work – interventions for young people with mental health difficult where the attachment difficulties are maintaining the mental health presentation
Extended protective Behaviours group for high risk young people.
Neurodevelopmental assessments for secondary school age children-differential diagnosis is more complex relating to the impact of neglect, rates of head injury)

Training - A range of training delivered to the City, County and Rutland – approximately 28 places per training event.

Impact meeting held with Heather Hughes (Team Manager for Team Around the Child – mainstream foster carers) and conference call with Sandy Chamberlain (Training Coordinator) –

We considered the current provision and concluded that:

- a) The Core Clinical Areas will not be impacted on by the changes outline in the new Service Specification (neutral impact), as these are CAMHS responsibility and provision will continue;
- b) With regards to the points under additionality –
 - Broader criteria remains CAMHS responsibility regarding offering an assessment, support and intervention as the children and young people (whether in foster care or in adopted) are presenting with mental health needs;
 - Any group provision to City or County children regarding protective behaviours remains CAMHS responsibility and we query how this can fall under ‘additionality’ – it is merely a way/method that CAMHS has selected to meet the needs of children with underlying mental health needs;
 - Neurological assessments – is repeated across the ‘additionality’ and ‘core’ provision. This will need clarifying –but again, we are struggling with how this is not a main provision.
 - Any services to universal services and multi-agency engagements labelled ‘indirect’ – is again a decision for CAMHS to make as to whether they continue delivery or not; a decision to cease or reduce will undoubtedly impact on their ‘front’ door’ and referrals – increasing demand on their front end.
- c) Training –
 - Most of the current provision has been integrated into the new specification, with additional training requirements.
 - The aim is to ensure training is delivered to Leicestershire County Council employees, foster carers, adopters and kinship carers. Over the past year, despite there being 182 training places for the County, very few were used by the County either because our carers do not identify with the need or when we attempt to book places, none are available.
 - To provide a flavour of training take up – we have provided the following data (source: Sandy Chamberlain, LCC Training Coordinator);

Mental Health Awareness- 4/28

Linking Past to Present Behaviours 4/28

Impact of Abuse 6/28

What every parent/carer needs to know about sleep 1/28

Therapeutic use of play 4/28

Building Resilience in Children 4/28

Neurological developmental in children 3/28

2 Day Training for Protective Behaviours (Staff only) 1/28

What we intend to offer:

Early Help, Children in Need, Children Protection, Fostering and Adoption Staff

- 2 1-day training to be run at the beginning of the contract for current staff; and
- 1 day in the following year, for up to 28 members of staff at a time.

Foster Carers, Kinship Carers and Adopters

- 2 day training to be run 1 time annually for up to 28 people per session; and
- Core 1 and 2 day training delivered annually for up to 28 people per session:
 - ✓ 1 day training: Mental Health Awareness and Supporting Young People who self-harm
 - ✓ 1 day training: Linking Past to Present Behaviours
 - ✓ 2 day training: The Impact of Abuse and Trauma on the Developing Child
 - ✓ 1 day training: The therapeutic use of play
 - ✓ 1 day training: Therapeutic parenting in managing difficult behaviour and emotional deregulation
 - ✓ 1 day training: Building Resilience in Children
 - ✓ 1 day training: Neurodevelopmental difficulties in Children and Young People
 - ✓ 1 day training: Supporting young people with Post Traumatic Stress Disorder
 - ✓ 4x per year: Adoption Preparation Training
- 8 week group work to be run twice annually for up to 20 people.

Welland House Children's Home and children's social workers, and Dedicated Placement Support Team (DPST)

- 14 hours of weekly consultation for the DPST, to review cases and offer advice on how best to meet the child or young person's emotional and behavioural needs.
- One weekly consultation of 2 hours for Welland House Children's Home
- Core 1 day training delivered annually for up to 28 people per session:
 - ✓ 1 day training: Linking Past to Present Behaviours
 - 1 day training: Therapeutic parenting in managing difficult behaviour and emotional deregulation
 - ✓ 1 day training: Building Resilience in Children

Consultation including group consultation and 1-1 consultation 30 hrs monthly for 2 years as specified in the document.

Other:

In Addition, we continue to contribute to the Post Sexual Abuse Trauma Project (Family Action), contract value £9,225. This is managed through a different contract.

The agreement to contribute to the LPT Commissioner Manager post has already ceased however £16,000 has been committed to contribute to a Children's Plan Partnership post therefore the overall available CAHMS Grant budget is **£108,122.**

In addition to the CAHMS Grant budget there is £55,000 in Therapeutic Provision budget to commission Therapeutic Services therefore the overall budget for Therapeutic Services is **£163,122 per annum.**

The funding set aside for the new Service Specification is £60,000. The remaining budget of £106,122 will be used to commission direct intervention for children and young people

(see local procedures for the staff guidance on 'USE OF THERAPEUTIC INTERVENTIONS')

These provisions are part of a broader offer of therapeutic opportunities and support available to our children, young people and carers –

- The Dedicated Placement Support Team was established in June 2016 to work with our specialist foster carers and mainstream foster carers/residential placements to return children home, this includes working intensively with families and young people and other professionals including the child's Social Worker, preparing return home trajectories and offering support at evenings and weekends when necessary
- The DPST offers therapy and other direct work for both working with children and to offer strategies to carers and workers and will support young people and carers through the CAMHS process and will support young people on visits
- Facilitating craft days and family fun days to help build relationships with young people and carers
- Pre and post adoption support is provided in a number of ways within Leicestershire. The adoption social worker offers support up to three years post adoption order, especially in cases where adoption breakdown or disruption is a threat
- After this 3 year period, locality led support is available to families at risk of adoption breakdown – this includes active intervention; signposting to support networks and providers; respite and, accommodation of the child or children in the most extreme cases
- To 31st March 2017, LCC has drawn down £366,544 of Adoption Support Fund to pay for direct interventions with adoptees and their families in Leicestershire. This is a decrease in the amount that was applied for in the previous financial year as that was in excess of £400,000

	<ul style="list-style-type: none"> • Some of the most complex cases may be co-worked by the Locality Team with support from the Post Adoption Support Worker. In such cases an assessment will be conducted and an application may be made for appropriate therapeutic services through the Adoption Support Fund. • Birth Parents are routinely offered support prior to the adoption of their children. This support is offered through a leaflet provided at the point of ADM ratifying a care plan of adoption. The permanence team has now agreed a protocol for any such requests to be presented to Placement and Additional Resource Panel where an application for an independent support person will be presented by this service. • Post Adoption Support still requires further work and was identified as an area that required improvement in the Ofsted inspection in November 2017. In direct response to this a Child Care Support worker has been appointed. This worker makes a placement visit 6 weeks after the point of placing and will provide a series of visits to ensure that adopters feel supported in nurturing their relationships with their children. Telephone contact will also be made with adopters at 6 months, 12 months, 18 months, 24 months, 30 months and 36 months. The Adoption support plan will be routinely reviewed throughout this period to ensure that it remains appropriate and relevant to the needs of the child and supports adopters to meet those needs • Birth Records Counselling has maintained a steady waiting list however the worker responsible for this area is due to leave the department and a replacement will need to be identified • Intermediary services where adopted children are supported to find and meet their birth parents are not carried out in house in Leicestershire. Some initial advice may be given but as with other LA's we signpost adoptees who request this service to third sector agencies • The Post Adoption Support Team liaises with the Virtual School and training is offered to schools particularly around attachment issues for adopted children and how to successfully manage these in the school setting. <p>In 2017/18, we will introduce a Permanence Support Worker to the team, who will offer all kinship carers a visit at particular points to assist them with implementing their training, accessing training and generally providing advice about how to meet the children's emotional, behavioural and developmental needs.</p>
2	Does this relate to any other policy within your department, the Council or with other partner organisations? <i>If yes, please reference the relevant policy or EHRIA.</i>

	<p><i>If unknown, further investigation may be required.</i></p> <p>Better care together (BCT) is a significant programme of work which was intended to transform the health and social care system in Leicester, Leicestershire and Rutland (LLR).</p> <p>BCT aims to bring together partners, including local NHS organisations and councils, to ensure that services change to meet the needs of local people.</p> <p>Leicestershire County Council contributed to sub regional work streams to design new models of working together across self-help, early help, home treatment and crisis resolution.</p> <p>Unfortunately, this program has not addressed the particular needs of specific vulnerable groups including those Looked After, adopted children and those living in kinship arrangements. This ‘gap’ has been acknowledged by the interim Director of Children and Family Services, Paul Meredith.</p>		
3	<p>Who are the people/ groups (target groups) affected and what is the intended change or outcome for them?</p> <p>Positive Impact: Leicestershire County Council’s Looked After Children – improved provision through a better equipped workforce and carers Leicestershire County Council’s Care Leavers - improved provision through a better equipped workforce and carers Adopted children and their families for whom Leicestershire County Council has a statutory responsibility - improved provision through a better equipped workforce and parents Kinship children and their families living in Leicestershire - improved provision through a better equipped workforce and carers</p> <p>Neutral Impact: Those children and young people living in Leicestershire who have an underlying mental health need will continue to receive a service from CAMHS (statutory duty). These children will continue to receive a direct service from CAMHS.</p> <p>Negative Impact: Other Looked after Children, adopted children and children living in connected arrangements, placed by another authority – negative impact as the ‘additional’ provision through CAMHS YPT may no longer be available; Non Leicestershire professionals and carers – reduced training offer through CAMHS YPT.</p>		
4	<p>Will the 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)</p>		
	Yes	No	How?
Eliminate unlawful discrimination, harassment and victimisation	x		The Service Specification is designed following the consideration of the presenting needs of children and young people who have experiences trauma

			and loss, family disruption and abuse. The provision of services focused on emotional wellbeing rather than mental health, helps close the 'gap' and will help these children feel more confident about their experiences and use strategies for emotional regulation. As more confident individuals, they will be able to manage adversity through their lives better, including discrimination, harassment or victimisation they may suffer.
	Advance equality of opportunity between different groups	X	Research, Leicestershire's 'child's voice' and our professional experience tells us that children who have been in care feel that they feel less heard, less valued and less able to influence their environment. Together with a Signs of Safety approach to engaging children in their care plans and support plans, therapeutic support directly to them and advice to their carers will improve our shared understanding. Therapeutic opportunities will also help us help the children find their voice, understand their life experiences and use strategies to help them cope in their day to day living.
	Foster good relations between different groups	X	As above.

Section 2: Equality and Human Rights Impact Assessment (EHRIA) Screening

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The purpose of this section of the assessment is to help you decide if a full EHRIA is required.

If you have already identified that a full EHRIA is needed for a policy/ practice/ procedure/ function/ service, either via service planning processes or other means, then please go straight to Section 3 on Page 7 of this document.

Section 2

A: Research and Consultation

5.	Have the target groups been consulted about the	Yes	No*
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	following?	X	
	a) their current needs and aspirations and what is important to them;	X	
	b) any potential impact of this change on them (positive and negative, intended and unintended);	X	
	c) potential barriers they may face		
6.	If the target groups have not been consulted directly, have representatives been consulted or research explored (e.g. Equality Mapping)?	X	
7.	Have other stakeholder groups/ secondary groups (e.g. carers of service users) been explored in terms of potential unintended impacts?	X	
8.	*If you answered 'no' to the questions above, please use the space below to outline either what consultation you are planning to undertake or why you do not consider it to be necessary.		
	<p>Although the answers above are 'yes', I would like to highlight the foundation or this:</p> <ul style="list-style-type: none"> a) Concerns raised through Leicestershire Foster Carers Association in January 2016 b) Foster carer survey issued in 2016 c) SDQ scores are still low but indicate a higher average for LAC in Leicestershire d) Use of the Therapeutic Fund and authorised commissions of direct work for children e) Contact with schools through the Virtual School regarding adopted children and meeting their needs f) Mapping with CAMHS, key internal C&FS stakeholders in 2017. 		

Section 2			
B: Monitoring Impact			
9.	Are there systems set up to:	Yes	No
	a) monitor impact (positive and negative, intended and unintended) for different groups;	X	
	b) enable open feedback and suggestions from different communities	X	
Note: If no to Question 9, you will need to ensure that monitoring systems are established to check for impact on the protected characteristics.			
Section 2			
C: Potential Impact			
10.	Use the table below to specify if any individuals or community groups who identify		

with any of the ' protected characteristics ' may <i>potentially</i> be affected by the policy and describe any positive and negative impacts, including any barriers.			
	Yes	No	Comments
Age	X		All those directly impacted on by changes are vulnerable looked after children, young people and adults (Care Leavers); the impact is believed to be positive – addressing barriers for accessing services for 'emotional wellbeing' rather than mental health needs.
Disability	X		A disproportionate number of children and young people in residential homes have a disability and/or are open to the Disabled Children's Service. Their needs arise from emotional-behavioural disorders. Their needs have a significant impact on 'family life' and their parents' sense of wellbeing. Without additional support from the DPST and therapeutic advice and interventions, these children and young people will not return to family placements.
Gender Reassignment		x	The CAMHS provision and response for Gender Reassignment has been good.
Marriage and Civil Partnership		x	
Pregnancy and Maternity	x		Those young people who are looked after or have been looked after and have babies are more vulnerable. They feel isolated and unsure of their parenting. They also struggle to make sense of their early life experiences and are more vulnerable to low mood. The therapeutic provision will have a positive impact on preparing our young people

				for independence and healthy family lives.
	Race	x		A small number of our looked after children, young people and Care Leavers have a mixed heritage or are not 'White British'. For these, there is an additional complexity to their emotional wellbeing, as they make sense of their life experiences, identity and social integration. We have a growing number of Unaccompanied Asylum Seeking Children who are supported by a dedicated team. This team will require training and advice to ensure they can best support the children and young people in our care. Supporting young people with Post Traumatic Stress Disorder is included in the new specification, as is consultation hubs for advice to the team around the child. We believe this will have a positive impact on emotional wellbeing.
	Religion or Belief	x		As described in 'Race'
	Sex		x	
	Sexual Orientation	X		There is an additional complexity to the emotional wellbeing of those children who are Looked After or have been Looked After, as they make sense of their life experiences, identity and social integration. An enhanced Therapeutic Support Offer as described in this document is likely to have a positive impact on this group.
	Other groups e.g. rural isolation,	X		The Therapeutic Fund is already in place and is

	deprivation, health inequality, carers, asylum seeker and refugee communities, looked after children, deprived or disadvantaged communities			'designed' to enable families to commission therapy and counselling from within or near to their local communities – in this way, reducing the impact of travelling, loss of work time etc.
	Community Cohesion		x	
11.	<p>Are the human rights of individuals potentially affected by this proposal? Could there be an impact on human rights for any of the protected characteristics? (Please tick)</p> <p>Explain why you consider that any particular article in the Human Rights Act may apply to the policy/ practice/ function or procedure and how the human rights of individuals are likely to be affected below: [NB: include positive and negative impacts as well as barriers in benefiting from the above proposal]</p>			
		Yes	No	Comments
Part 1: The Convention- Rights and Freedoms				
	Article 2: Right to life	X		Positive impact: Improved emotional wellbeing, ability to influence the environment, sense of control and reduced self-harm.
	Article 3: Right not to be tortured or treated in an inhuman or degrading way		X	
	Article 4: Right not to be subjected to slavery/ forced labour		X	
	Article 5: Right to liberty and security		X	
	Article 6: Right to a fair trial		X	
	Article 7: No punishment without law		X	
	Article 8: Right to respect for private and family life	X		Positive impact: enable families to stay together, caring for their children; enable Looked After Children to be cared for within their communities, within Leicestershire and within family-based care.
	Article 9: Right to freedom of thought, conscience and religion	X		Positive impact: Support children and young people to understand their life

				experiences, express their wishes and feelings	
	Article 10: Right to freedom of expression	X		Positive impact: Enable safe environments and strategies for expression of thought and emotion	
	Article 11: Right to freedom of assembly and association		X		
	Article 12: Right to marry		X		
	Article 14: Right not to be discriminated against	X		Positive impact: promote understanding of impact of abuse and trauma on our children and to promote positive, constructive responses.	
Part 2: The First Protocol					
	Article 1: Protection of property/ peaceful enjoyment		X		
	Article 2: Right to education	X		Positive impact: poor emotional wellbeing is invasive, impacting on education, training and employment. Children and young people who do not have their emotional needs addressed cannot engage in higher functioning activity like education, training and employment.	
	Article 3: Right to free elections		X		
Section 2					
D: Decision					
13.	Is there evidence or any other reason to suggest that:		Yes	No	Unknown
	a) the policy could have a different affect or adverse impact on any section of the community;			X	
	b) any section of the community may face barriers in benefiting from the proposal			X	
13.	Based on the answers to the questions above, what is the likely impact of the policy				

	No Impact <input type="checkbox"/>	Positive Impact <input checked="" type="checkbox"/>	Neutral Impact <input type="checkbox"/>	Negative Impact or Impact Unknown <input type="checkbox"/>
Note: If the decision is 'Negative Impact' or 'Impact Not Known', an EHRIA Report is required.				
14.	Is an EHRIA report required?	Yes <input type="checkbox"/>	No <input checked="" type="checkbox"/>	

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):

Date:

2nd Authorised Signature (DEG Chair):

Date: