

Fairness and Equalities Impact Assessment (FEIA)

Version 3.6 May 2017

The purpose of this assessment is to provide balanced information to support decision making and to promote better ways of working in line with equalities (Equalities Act 2010), Welsh language promotion (The Welsh Language (Wales) Measure 2011), sustainable development (Wellbeing of Future Generations (Wales) Act 2015), and the four parameters of debate about fairness identified by the Newport Fairness Commission (NFC Full Report to Council 2013).

Completed by: Sally Jenkins **Role:** Head of Children's Services

Head of Service: Sally Jenkins **Date:** 07/01/2020

I confirm that the above Head of Service has agreed the content of this assessment

Yes

When you complete this FEIA, it is your responsibility to submit it to
impact.assessments@newport.gov.uk

1. Name and description of the policy / proposal being assessed. Outline the policy's purpose.

Staffing across Children's Services and Reduction of Posts in Children's Services

These proposals are part of the wider Children's Services contributions towards the Council wide savings. This proposal will result in a saving in the Children's Services core budget with consideration for savings which have the least negative impact and thus is a damage limitation exercise.

The two proposals both result in deletion of posts across Children's Services. We have sought to consider posts without front line responsibilities and where we can consider absorbing elements of roles into other areas of delivery. This approach should minimise impact on service users.

There will be no compulsory redundancies and all the posts involved are already vacant or can be deleted following a call for voluntary redundancy.

2. Outline how you have/will consult with stakeholders who will be affected by the policy/proposal.

The Council wide consultation in respect of the savings proposals is currently ongoing. These proposals are included within the wider consultation.

3. What information/evidence do you have on stakeholders? e.g. views, needs, service usage etc. Please include all the evidence you consider relevant.

Children’s Services provides statutorily required services for children and their families. During recent consultations for the CIW inspection the views of those accessing services were positive and overall reflected a high level of direct engagement and involvement from staff. Children and families were well informed and were aware of the elements of service provision.

Within families there can be conflicting views of services provided by Children’s Services because of the nature of the involvement with work driven by child protection and set within the court arena.

Children’s Services receives between 850 and 1100 referrals a week. There are currently 120 children on the Child Protection register, 390 children looked after and 40 children involved in court proceedings. At any one time Children’s Services will directly be supporting around 2500 children and their families. The majority of this involvement will involve some element of statutory engagement.





The proposal for the savings linked to posts will reduce the capacity of the service to provide a response but the reduction has been minimised by the spread of posts.


4. Equalities and Welsh language impact

Protected characteristic	Impact:			Provide further details about the nature of the impact in the section below. Does it: 1. Promote equal opportunity 2. Promote community cohesion 3. Help eliminate unlawful discrimination/ harassment/ victimisation?
	Positive	Negative	Neither	
Age	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Children’s Services provide service for children and young people and their families. Any change in CS impacts on provision for children and young people aged under 25 with a less responsive service.
Disability	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Children’s Services specifically provides services for disabled children. These proposals will impact on the services provided by the Disabled Children’s Team.

Protected characteristic	Impact:			Provide further details about the nature of the impact in the section below. Does it: 1. Promote equal opportunity 2. Promote community cohesion 3. Help eliminate unlawful discrimination/ harassment/ victimisation?
	Positive	Negative	Neither	
Gender reassignment/transgender	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	This proposal will have no impact specifically on this protected characteristic.
Marriage or civil partnership	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	This proposal will have no impact specifically on this protected characteristic.
Pregnancy or maternity	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	This proposal will have no impact specifically on this protected characteristic.
Race	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	This proposal will have no impact specifically on this protected characteristic.
Religion or Belief or non-belief	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	This proposal will have no impact specifically on this protected characteristic.
Sex	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	This proposal will have no impact specifically on this protected characteristic.
Sexual Orientation	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	This proposal will have no impact specifically on this protected characteristic.
Welsh Language	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	This proposal will have no impact specifically on this protected characteristic.

5 How has your proposal embedded and prioritised the sustainable development principle in its development?

Sustainable Development Principle	Does your proposal demonstrate you have met this principle? Describe how.
 <p>Long Term</p> <p>Balancing short term need with long term needs</p>	<p>This proposal reflects a saving in the Children’s Services core budget. In terms of the sustainable development principle the link is the contribution the saving makes to ensuring the Council as a whole is able to deliver a balanced budget and thus is a sustainable organisation to effectively support citizens.</p>
 <p>Collaboration</p> <p>Working together to deliver objectives</p>	<p>Officers have looked at the five key ways of working Integration, Long Term, Prevention, Collaboration and Involvement when considering the savings and sought to ensure the proposals have the least negative impact. However, at core these savings are necessary steps towards a balanced budget as opposed to any form of improvement or positive changes to delivery. While officers are cognisant of the principles the proposals are the least damaging options as opposed to desirable steps of change.</p>
 <p>Involvement</p> <p>Involving those with an interest and seeking their views</p>	<p>This proposal is a way of considering where the overall spend within Children’s Services lies and the best way to consider the ways of working. All of Children’s Services works to the earliest possible intervention and so focusses on prevention. Services are integrated within the Council and more widely regionally and Nationally with other agencies including looking at the use of Transformation and ICF grant monies. While the principles have been considered the proposed saving is part of the overall picture rather than a positive step towards working within the principles.</p>
 <p>Prevention</p> <p>Putting resources into preventing problems occurring or getting worse</p>	

Sustainable Development Principle	Does your proposal demonstrate you have met this principle? Describe how.
 <p data-bbox="244 450 336 472">Integration</p> <p data-bbox="140 488 424 629">Considering impact on all wellbeing goals together and on other bodies</p>	

6 Will the proposal/policy have a disproportionate impact on a specific geographical area of Newport?

This is a city wide proposal

8. Equality Impacts and Actions

Please complete the below action plan which sets out steps that will/will not be taken in order to mitigate any negative impacts that your assessment has identified.

Impact identified	Who does it affect?	What will you do to mitigate the impact? If you plan to take no action, please justify your rationale	Who is responsible?
<p>1 Children's Services provide service for children and young people and their families. Any change in CS impacts on provision for children and young people aged under 25 with a less responsive service.</p>	<p>Young people</p>	<p>Caseloads to be managed through supervision and support of the team manager, deputy team manager and service manager. Statutory services to be provided and prioritised over additional support services.</p> <p>Linking with other agencies to provide support such as early intervention, health and education.</p>	<p>Head of service</p>
<p>2 Children's Services specifically provides services for disabled children. These proposals will impact on the services provided by the Disabled Children's Team.</p>	<p>Young people</p>	<p>Caseloads to be managed through supervision and support of the team manager, deputy team manager and service manager. Statutory services to be provided and prioritised over additional support services.</p>	<p>Head of Service</p>
<p>3</p>			
<p>4</p>			
<p>5</p>			

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9. Monitoring, evaluating and reviewing

This proposal will be part of the ongoing Children's Services monitoring of the Service Plan.

10. Involvement

Via the wider public consultation of the budget proposals.

11. Summary of Impact (for inclusion in any report)

Equality Act 2010

This proposal was included within the Medium Term Financial budget proposal. Impacts relating to the Equality Act 2010 are included within this FEIA

Welsh Language

This proposal was included within the Medium Term Financial budget proposal. Impacts relating to the Welsh Language are included within this FEIA

Wellbeing of Future Generations (Wales) Act 2015

This proposal reflects a saving in the Children's Services core budget. In term of the links with the Wellbeing of Future Generations, the link is the contribution the saving makes to ensure the Council as a whole is able to deliver a balanced budget. Officers have looked at the five key ways of working Integration, Long Term, Prevention, Collaboration and Involvement when considering the savings and sought to ensure the proposals have the least negative impact. The service have accepted these saving proposals and have determined that they can be safely managed.

This proposal is a way of considering where the overall spend within Children's Services lies and the best way to consider the ways of working. All of Children's Services works to the earliest possible intervention and so focusses on prevention. Services are integrated within the Council and more widely regionally and Nationally with other agencies including looking at the use of Transformation and ICF grant monies. These posts have been identified as having the lowest impact on overall service delivery.