

Equality and Safety Impact Assessment

The **public sector Equality Duty** (Section 149 of the Equality Act) requires public bodies to have due regard to the need to eliminate discrimination, advance equality of opportunity, and foster good relations between different people carrying out their activities.

The Equality Duty supports good decision making – it encourages public bodies to be more efficient and effective by understanding how different people will be affected by their activities, so that their policies and services are appropriate and accessible to all and meet different people’s needs. The Council’s Equality and Safety Impact Assessment (ESIA) includes an assessment of the community safety impact assessment to comply with section 17 of the Crime and Disorder Act and will enable the council to better understand the potential impact of the budget proposals and consider mitigating action.

<p>Name or Brief Description of Proposal</p>	<p>Development of an integrated prevention and early help offer for children aged 0-19 and their families</p>
<p>Brief Service Profile (including number of customers)</p>	<p>There are approximately 54,000 children and young people aged 0-19 living in Southampton. The prevention and early help services included in this proposal range from some universal services open to potentially all, to a more targeted form of more intensive support that would only apply to children and young people with additional needs, or whose home life makes them vulnerable to poor outcomes. It would combine the following local services: Children’s Centres, Health Visiting, School Nursing, Families Matter and Family Nurse Partnership. The new integrated service would work both directly with families and indirectly through its work with other services and organisations and professionals working with children, young people and families, such as maternity services, pre-schools, schools, colleges, GPs, children’s social care services, services for children with Special Educational Needs and/or Disability (SEND), Child and Adolescent Mental Health Services (CAMHS), and a host</p>

	<p>of local community and voluntary sector organisations whose services also support these communities.</p>
<p>Summary of Impact and Issues</p>	<p>The proposed integration of these services is anticipated to have positive impacts upon children and young people through providing a more streamlined, coordinated service offer. The integration of these services will also better equip them to deal with further reductions in funding should these happen as a result of changes in:</p> <ul style="list-style-type: none"> • local authority funding (as outlined in the Council’s budget consultation proposals for 2017/18 to 2020/21), • funding for elements of the current services currently funded by central government grant and/or • changes in the contribution made by schools to these services arising from changes to schools’ funding made nationally. <p>The proposal describes an approach that will create opportunities for service efficiencies by integrating management, processes and back office functions and more joined up working across health and social care staff.</p>
<p>Potential Positive Impacts</p>	<p>This proposal has been developed as part of a positive transformation of a range of services intended to improve the capacity and resilience of children, young people and families in Southampton to cope successfully with the challenges of life. Integration of these services will achieve this through all of the services more truly working towards a shared and consistent set of priorities for the whole service in relation to the City’s 0-19 year olds. It acknowledges that current systems for support are fragmented and confusing and that there are too many pathways and different teams; too many "front doors" and too many examples of services "not talking to each other</p>

	<p>or giving conflicting messages". Health and social care services work out of over 30 different buildings across the system, using IT systems which do not enable information to be shared electronically. The lack of a clear and easy route into early help has led to overuse of the MASH and referrals into Children's Social Care in the absence of other escalation routes, resulting in wasted efforts without positive outcomes for families.</p> <p>By fully integrating services the city would be able to achieve:</p> <ul style="list-style-type: none"> • a coordinated offer of support; • more efficient and effective processes; • potential rationalisation of buildings usage and organizational infrastructure; • improved training and whole workforce planning; • improved consistency and efficiency of management and supervision; • improved accountability • a new culture of integrated working and joint ownership of health, social care and educational outcomes, regardless of organisational background
Responsible Service Manager	Tim Davis
Date	15 December 2016

Approved by Senior Manager	Donna Chapman
Signature	
Date	16 December 2016

Potential Impact

Impact Assessment	Details of Impact	Possible Solutions & Mitigating Actions
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Impact Assessment	Details of Impact	Possible Solutions & Mitigating Actions
Age	This proposal relates to the integration of services that are only intended for children, young people and their parents and carers. Its principal direct impact (positive or negative) will be upon these groups. Overall it is broadly intended that the proposal represents the best overall option for outcomes for this group.	Not appropriate – overall positive impact on outcomes for this age group.
Disability	Whilst there are some users of this service that do have SEN and/or disability, the overall impact of integrating these services should be positive in terms of its impact.	Not appropriate – overall positive impact on outcomes for this group.
Gender Reassignment	Whilst there are some older users of this service that will be directly affected by gender identity issues, the overall impact of integrating these services should be positive in terms of its impact on them.	Not appropriate – overall positive impact on outcomes for this group.
Marriage and Civil Partnership	There is no specific impact upon marriage and civil partnership intended or anticipated as a result of this service development.	Not applicable.
Pregnancy and Maternity	This proposal relates to the integration of services that are only intended for children, young people and their parents and carers and so would affect all women going through pregnancy and maternity, and the service offer in place around them. Overall it is broadly intended and anticipated that the proposal represents the best overall option for outcomes for this group.	Not appropriate – overall positive impact on outcomes for this group.
Race	This proposal relates to the integration of services that are only intended for children, young people and their parents and	Not appropriate – overall positive impact on outcomes for this group.

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	<p>carers. As the ethnic diversity of the City's families with children is greater than that indicated for the City as a whole, any impacts, positive or negative would somewhat affect / benefit minority ethnic communities disproportionately. Overall it is broadly intended and anticipated that the proposal represents the best overall option for outcomes for this group</p>	
Religion or Belief	<p>There is no specific impact upon people of different religion or beliefs intended or anticipated as a result of this service development.</p>	<p>Not appropriate – overall positive impact on outcomes for this group.</p>
Sex	<p>Whilst there will be some differentiation of service according to gender in relation to gender specific health programmes, no specific difference in overall impact dependent upon gender is anticipated as a result of this service among 0-19 year olds. Among parents / carers it is anticipated in practice that more women than men will access support services through the services.</p>	<p>Not appropriate – overall positive impact on outcomes for this group.</p>
Sexual Orientation	<p>There is no specific impact upon young people of different sexual orientation intended or anticipated as a result of this service development. The service does incorporate support and signposting for young people passing through the life stage during which they develop their sense of sexual orientation; however no changes are expected in this area.</p>	<p>Not appropriate – overall positive impact on outcomes for this group.</p>
Community Safety	<p>Other things being equal, an integrated service should ensure better connections between this service and services more directly linked to community</p>	<p>Not appropriate – overall positive impact on outcomes for this group.</p>

Impact Assessment	Details of Impact	Possible Solutions & Mitigating Actions
	<p>safety. For example, the Families Matter early help services in the city that are proposed to be part of this service work with individual families affected by crime, disorder and community safety concerns.</p>	
<p>Poverty</p>	<p>Other things being equal, an integrated service should ensure better connections between this service and services more directly linked to increasing economic engagement of families, reducing benefit dependency, teenage pregnancy and other factors that increase economic isolation. For example, the Families Matter early help services in the city that are proposed to be part of this service work with individual families affected by benefit dependency and/or other poverty issues.</p>	<p>Prevention/ Early Help Vs Late Intervention Informed cost benefit analysis on the return on investment provided by this service will need to be put in place by the new integrated service to provide assurance to the partners in the service, and its funders that the new service genuinely reduces demand for more expensive late interventions, and means of encouraging a shift to lower cost methods of delivering simple and routine mandatory aspects of the universal provision that make less of a material difference to families to ensure that the service remains affordable, agile and sustainable. .</p>
<p>Other Significant Impacts</p>	<p>Better care for children and families</p> <p>The integration of these services, other things being equal, should improve the overall connectedness of health services to children and young people, and the delivery of the Healthy Child Programme in a way that benefits the physical and mental health of children, young people and parents / carers.</p>	<p>Better care for children and families</p> <p>No mitigation needed. Improved outcomes anticipated from proposed approach.</p>

