

# **Equality Impact Assessment (EIA)**

Children with Complex Needs Protocol

**Equality impact, needs and requirements assessment form**



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<b>Question</b>	<b>Response/ findings</b>
<p>What are the main aims and objectives or purpose of the policy, practice, service or function that you are assessing?</p>	<p>To promote the partnership working at all levels, to assess and respond to children’s needs. To promote social inclusion agenda and support children at the lowest tier of intervention compatible with meeting their needs.</p> <p>This protocol is a Derbyshire wide protocol.</p>
<p>Who implements, carries out or delivers the policy, practice, service or function? Please state where this is more than one person, team, department, or body – and include any outside organisations who deliver under procurement arrangements</p>	<p>This is a protocol implemented across the CYP Partnership. The multi-agency* children’s workforce use the principles of the protocol to access and care plan for children and young people.</p> <p>*all those organisations and agencies contributing to and delivering services as outlined in the CYPP</p>

<b>Question</b>	<b>Response/ findings</b>
<p>Who is affected by the policy, practice, service or function, or by how it is delivered? Such as, who are the external and internal customers, groups, or communities?</p>	<p>All workforce working within CYP Partnership and children &amp; young people and their families resident in Derby City.</p>
<p>What outcomes do we want to achieve, why and for whom? For example, what do you want to be providing, how well, what changes or improvements, and what should the benefits be for customers, groups or communities?</p>	<p>To support children and young people at the lowest tier of intervention and/or moving them down the tiers. To promote social inclusion, equality issues in order to meet their needs.</p>
<b>Question</b>	<b>Response/ findings</b>

<p>What existing or previous inspections of the policy, practice, service or function are there? For example, Best Value Inspections, policy reviews, research into the effects of a policy or practice.</p> <p>What did they tell you?</p>	<p>Protocol published 2002, two reviews completed since this date.</p> <p>This gave us activity data and spend and basic trend analysis.</p>
<p><b>Identifying potential equality issues and factors</b></p>	
<p><b>Question</b></p>	<p><b>Response/ findings</b></p>
<p>What do you already know about the equality impact or need? For example, from research, feedback, consultation or any performance monitoring</p>	<p>We have potential to know: ethnic origin, gender, religion, first language, disability and place of residence.</p>
<p><b>Question</b></p>	<p><b>Response/ findings</b></p>

<p>Is there any evidence of higher or lower take up under the policy or practice, or of the service or function for any particular groups? For example, who uses the service, who doesn't and why not?</p>	<p>There is an over representation of minority groups with complex needs, as reflected in national research.</p>
<p>Have there been any important demographic changes or trends locally? For example is the population changing, and if so, how and what might that mean for the service or function?</p>	<p>Significant increase of asylum seekers who have had little experience of mainstream services. Mainstream services are challenged by this and the nature of transient, mobile groups.</p>
<p><b>Question</b></p>	<p><b>Response/ findings</b></p>

<p>Is there an indication that any of the policies or practices involved with the service or function creates particular problems or difficulties for any groups of customers or communities?</p>	<p>No, the protocol is inclusive.</p>
<p>What information or data exists? For example, statistics, customer feedback, complaints, research, monitoring – who keeps it and can you get hold of it?</p>	<ul style="list-style-type: none"> <li>• See Report April 03 – March 06 on panel activity</li> <li>• Plus detailed information held by agencies/organisations on individual children/young people</li> <li>• Letters of concern relating to how services implement the protocol</li> </ul>
<p><b>Question</b></p>	<p><b>Response/ findings</b></p>

<p>Does any equality or diversity objectives already exist? If so, what are they and what is current performance like against them?</p>	<p>Principles taken from CA89 and Human Rights Act 1998, including child's wishes and feelings etc. Performance against this has not been formally audited.</p>
<p>Is the service having a positive or negative effect on particular people in the community, or particular groups or communities?</p>	<ul style="list-style-type: none"><li>• Has ensured that agencies/organisations consider very carefully the holistic needs of all children and young people</li><li>• Due to reducing numbers of children presented with the most complex needs there is an assumption that aims/ of protocol is working and is inclusive.</li><li>• The service identified to meet a child's need however may still go a single agency route of assessment and funding.</li></ul>

## Collecting the information and data about how the policy, practice, service or function, impacts on communities

Please record your information and data in this table and think about:

what information or data you will need  
 using both quantitative and qualitative data  
 making sure that where possible there is information that allows all perspectives to be considered  
 identifying any gaps in the information/ data and what it can tell you

From this point onwards, impact is assessed from the Complex Needs Panel perspective only, not the wider stakeholder involvement in the complex needs protocol.

<b>Data or information</b>	<b>When and how was it collected?</b>	<b>Where is it from?</b>	<b>What does it tell you? You need to consider all six equality strands where you can</b>	<b>Gaps in information</b>
Customer feedback and complaints	When occurring	Range of Stakeholders	Concerns about process. No information about equality impact	information about equality impact
Consultation and community involvement	None required			
Performance information including Best Value	Annual reviews	Panel members	To be completed	

Take up and usage data	To be collated via annual report			
Comparative information or data where no local information	To be collated via annual report			
Census, national or regional statistics	Benchmarking to take place			
Access audits or assessments such as DDA assessments				

Workforce profile				
Where service delivered under procurement arrangements – workforce profile for deliverers				
Monitoring and scrutiny outcomes				

## **Analysing the information and data and setting equality objectives and targets**

Please give your detailed findings in this table

**Objectives - process, impact or outcome based**

Please give your proposed objectives/ targets in this table

<b>Objective/Target:</b>	To obtain full information including the 6 strands on all CYP presented to panel
Specific	To develop a comprehensive database
Measurable	Database is measurable
Achievable	To produce 05 – 07 annual report for November 07, to link to CYPP
Relevant	Will provide an analysis of previous activity to inform commissioning process
Timed	From January 2006 on going, and to produce a yearly annual report

<b>Objective/Target:</b>	
Specific	
Measurable	
Achievable	
Relevant	
Timed	

<b>Objective/Target:</b>	
Specific	
Measurable	
Achievable	
Relevant	
Timed	

## Monitoring and reviewing - incorporating into performance management

Please summarise your objectives and targets in this table with your proposed monitoring and reporting arrangements

