

# **Equality Impact Assessment (EIA)**

Children in Care Commissioning Plan and Action Plan

### Equality Impact Assessment Children in Care Commissioning Plan and Action Plan

Please use this form to record your findings, proposed actions, equality objectives and targets. Use the guidance notes to help you do the assessment or contact the Equality Standard Project Manager if you need some advice

#### About the policy, practice, service or function you are assessing

Name of policy, practice, service or function: **Children in Care Commissioning Plan and Action Plan**

Assessment team leader name: **Jackie Colley Commissioning Manager CYPD**

Department responsible: **Commissioning** Service Area: **Children in Care**

Other members of assessment team: **Commissioning CIC meeting members** as below -

<b>Name</b>	<b>Position</b>
Jackie Colley	Commissioning Manager
Rita Silvester	Director Commissioning
Katie Harris	Director Specialist Services

Sally Penrose	Head of Service Fostering
Elene Constantinou	Head of Service CIC
Rod Jones	Head of Service Residential
Libby Johnston	Head of Service Disabled Children
Maureen Darbon	Head of Service Locality 2 and 4
Liz Beswick	Head of Commissioning
Karen Doe	Senior Contracts Manager
Alison Parkin	Head of Children and Young Peoples Finance
Suanne Lim	Head of Youth Offending Service
Olwyn Mills	Virtual Head CIC
Sheila McFarlane	Commissioner Teenage Pregnancy

Signed:

Rita Silvester –  
Service Director Strategy and Commissioning  
18 February 2011

<b>Question</b>	<b>Response/ findings</b>
What are the main aims and objectives or purpose of the policy, practice, service or function that you are assessing?	To develop an agreed strategic approach to the commissioning of placements for Children in Care to support improved outcomes, placement quality and value for money
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	The CYPD Transformation Board in partnership with providers and commissioners and other key stakeholders
<b>Question</b>	<b>Response/ findings</b>
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?	<ul style="list-style-type: none"> <li>• Staff working in children and young peoples services Derby</li> <li>• External providers</li> <li>• Children and young people</li> <li>• Parents and Carers</li> <li>• Schools and colleges</li> </ul>
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?	<ul style="list-style-type: none"> <li>• Raising educational standards to national levels and beyond for all Children &amp; Young People Dept</li> <li>• Substantially increasing partnership compliance with integrated processes</li> <li>• Reducing our CIC population to our comparator average</li> <li>• Reducing the number of children subject to safeguarding plans to that of our comparator average</li> <li>• Closing the gap for those at risk of poorest outcomes</li> </ul>
<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>The commissioning plan is informed by the outcome of Ofsted inspections, best practice based on the available evidence, national data from CIPFA benchmarking clubs 2009 and 2010 and local management information</p> <p>The information from the local and national data has supported the identification of key gaps and the commissioning activity required, to provide a sufficient range of placements for CIC to meet the needs of the local population.</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>A local needs assessment was undertaken in the area of CIC which is referenced as – <b>CIC Needs Assessment November 2010</b>. This was informed by –</p> <ul style="list-style-type: none"> <li>• More detailed analysis from the current management information system with a closer look at the 8 – 16 age group</li> <li>• A look at case studies of children and young people in a variety of placement types through individual interviews with social workers</li> <li>• Consultation with young people through the CIC Council as a forum to meet children and young people of different ages and in a variety of placements types</li> <li>• Work within the commissioning group and steering group August to December 2010</li> </ul>
<p><b>Question</b></p>	<p><b>Response/ findings</b></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?

Gaps in need include –

- Early identification of children and young people and appropriate packages of multi agency support to secure good outcomes including long term stability
- A lack of good needs analysis, including effective assessment of children and difficulties in placement matching
- A lack of specification for internal fostering and residential resources. This can result in a lack of clarity for management and staff and an attempt to try and meet a wide range of placement needs.
- A lack of flexibility in our internal residential provision due to constraints with buildings and location. Some of the buildings require investment and improvement to the design.
- The size of our residential units to support meeting individual need effectively.
- Placements at some distance from local areas that also impact on resources to support the placement and lack of influence re specialist residential placement moves when they arise
- Moving children out of the system rapidly and achieving permanence through adoption and family placement.
- Time committed internally to identifying family members who may be able to care for children and if required approving family and friends as carers. This takes up a significant resource and the net result is a specific placement often replaced by special guardianship and ongoing allowances
- Placement stability and the link to outcomes particularly educational and employment which is evidenced through the case studies
- Level of need to match with placement type and how this is recorded. This has implications for planning future resources, budgets and the balance between internal and external services
- Time and resources of social workers and family placement workers allocated to placement finding both internally and externally

<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>Nationally and locally there are bulge age groups 0 – 5 and 15 – 17 years. This has implications for how the Derby as a local authority evidences local sufficiency in relation to CIC. There are more boys than girls in the upper age range and more dual heritage children and young people within the care population compared with the local population profile.</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>The following are locally agreed outcomes in relation to children in care which fit with narrowing the gap and ensuring that the right children enter the system. For those that do enter care the important issue is ensuring placement experiences lead to improved life chances and opportunities. The lack of a current early intervention strategy is identified as a gap prior to entering care as a step up or down from specialist services.</p> <ul style="list-style-type: none"> <li>• The right group of children and young people in care at the right point to meet their needs effectively</li> <li>• Children and young People placed in good quality placements that meet all their health, educational and emotional needs and improve life chances and opportunities</li> <li>• Placements commissioned that deliver quality, maximising use of resources and value for money</li> <li>• The right balance of placement type linked to the evidence base for both internal and external placements</li> </ul>
<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>	<p>See section in relation to needs assessment</p>
<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>See section in relation to needs assessment</p>
<p>Is the service having a positive or negative effect on particular people in the community, or particular groups or communities?</p>	<p>See section related to needs assessment</p>

**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

The commissioning plan has a project plan attached to it from January to July 2011. The project plan is informed by the outcome of the local and national needs assessment, and evidences how the local authority can start to evidence sufficiency of provision for children in care. The work reports into the CYPD Transformation Board and commissioning meeting. The ongoing work will be informed by input from the key stakeholders including children and young people. Membership of the CIC commissioning group has been broadened to include the youth offending service and education / participation support to CIC in order to ensure we continue to meet the needs of the whole population in or on the edge of care and to support active stakeholder engagement.

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

Please give your proposed objectives/ targets in this table

<b>Objective/Target:</b>	<b>To deliver the action plan for CIC based on the Commissioning Plan CIC</b>
Specific	Programme management of the action plan across the 4 areas identified – Residential and Leaving Care, Fostering and Adoption, Procurement and Process and Communication
Measurable	Delivery of identified actions by named individuals through the CIC commissioning meeting and reporting to the CYPD Transformation programme
Achievable	The actions are evidence based and informed by the CIC commissioning plan. Most of the actions have an underpinning cost reduction benefit and have strategic sign off. The realisation of those cost benefits is dependent on a number of variables which will become clearer over the next 3 – 6 months
Relevant	The action plan is relevant as a strategic tool to improve outcomes for the most vulnerable groups of young people, involving key stakeholders in the process including children and young people
Timed	The timescale for the action plan is July 2011 although the work is likely to go on for at least the next 2 years. It will be continue to be driven through a commissioning process to support the transformation of children and young peoples services

**Jackie Colley**  
**Commissioning Manager**  
**31/1/11**