

INITIAL SCREENING – STAGE 1 (See Guidance information)
DRAFT v19.12.12

As a public authority we need to ensure that our strategies, policies, functions and services, current and proposed have given due regard to equality and diversity.

Please complete the following questions to determine whether a Full Equality Assessment is required.

Name of policy, strategy or function:	Ref: CYPF0113 DI
Disabled Children’s Social Care-Proposed Savings 2013-14	

Responsible Officer: Chris Bush	Role: Head of Disabled Children’s Social Care
Directorate: CYPF Directorate	Assessment Date: 10.01.13

Is this a:	Policy <input type="checkbox"/>	Strategy <input type="checkbox"/>	Function <input type="checkbox"/>	Service <input checked="" type="checkbox"/>
Is this:	New or Proposed <input type="checkbox"/>	Already exists and is being reviewed <input type="checkbox"/>	Is Changing <input checked="" type="checkbox"/>	

1. What are the main aims, objectives of the policy, strategy, function or service and the intended outcomes and who is likely to benefit from it

Aims:

To consider potential impact of budget reductions

Objectives:

Use BCC principles to guide budget decisions to contribute to proposed budget reductions that have a direct impact on disabled children within the service and their families.

Outcomes:

Disabled Children’s Service –

- 1) Redesign of OT service to reduce agency staff and costs of assessments.
- 2) Implement Eligibility Criteria for Direct Payments to target resources at highest needs and reduce overall budget by better targeted provision.
- 3) Reduction in numbers of disabled children in residential care using targeted support to prevent family breakdown.

Benefits:

The budget reductions being considered mean that we can no longer put off fundamental and difficult decisions about the services the council provides. As a responsible service we must plan how to live within the reduced income that we will have.

The changes will bring Disabled Children’s Services more into line with other core cities e.g. a reduction in the number disabled children in residential care away from Birmingham would be in

line with our overall policy objectives of disabled children receiving services more locally using foster care using local inclusive services, where they are near to their home.

The benefits of remodelling of residential provision and improved access to targeted support for children and families with the greatest need, means some children will be able to remain at home.

The implementation of Eligibility Criteria means disabled children and their families will have a clear understanding of the level of support that can be provided and its context within the wider community of services.

The reduction in the number of OT agency Staff will mean that there is no inappropriate additional on costs for the service.

The take up and usage of the partnership model of funding using the already commissioned funding will mean that the budget for the services will be reduced rather than duplicated. The overall review of costs of assessment will mean that control of assessment costs will be possible in future.

2. Explain how the main aims of the policy, strategy, function or service will demonstrate due regard to the aims of the General Duty?

1. Eliminate discrimination, harassment and victimisation? **x**
2. Advance equality of opportunity? **x**
3. Foster good relations? **x**
4. Promote positive attitudes towards disabled people? **x**
5. Encourage participation of disabled people? **x**
6. Consider more favourable treatment of disabled people? **x**

1. The purpose of the changes is to target provision to those most in need; this will not lead to any discrimination or harassment. The intention is to be fair and transparent as we implement the changes agreed by the council
2. The targeting of provision and the more local provision will all be likely to enhance equality of opportunity – children placed away from the city are more likely to be discriminated against and fail to benefit from equality of opportunity.
3. The implementation of the Eligibility Criteria and the more local provision are each more likely to foster good relations with consumers and partners.
4. All of the changes identified – if agreed – will be implemented in such a way as to foster good attitudes to disabled children. Local provision; swift assessments for OT; reduced costs for OT and targeted services for those most in need will mean that services are focussed on good attitudes towards disabled people.
5. Our approach for all of our disabled children means that we communicate with them individually and collectively.
6. We believe that the changes/ savings agreed can be implemented in a positive way which will enhance innovation and support personalisation of services in the future; which families (and social policy direction) promotes.

3. What does your current data tell you about who your policy, strategy, function or service may affect:

Service users	Yes x <input type="checkbox"/>	No <input type="checkbox"/>
Employees	Yes x <input type="checkbox"/>	No <input type="checkbox"/>
Wider community	Yes x <input type="checkbox"/>	No <input type="checkbox"/>

Please provide an explanation for your 'Yes' or 'No' answer

The mini-JSNA carried out in October 2012 shows 25% of Birmingham children have SEND of varying types and complexity. 89% have their needs met in mainstream schools and by universal social care and health services.

The Disabled children Population in the Mini JSNA has clear information about disabled children and the prediction for the future. It is clear that Autism is a growing issue. Also children with Complex Health Care/Complex disability needs are also growing. This emphasizes the need for services for those most in need.

For this growth to be addressed will require greater integrated working between agencies, health schools and services. We expect partnership working and the personalisation of services will offer an approach which is positive within the context of financial constraint.

4. Are there any aspects of the policy, strategy, function or service, including how it is delivered, or accessed, that could contribute to inequality? (including direct or indirect discrimination to service users or employees)

Yes x

No

Please provide an explanation for your 'Yes' or 'No' answer

These cuts will result in a reduction in service for some disabled children and their families. Disabled children and young people are more likely to experience poverty, poor living conditions and less life opportunities than their peers. This can impact on their families through stress, relationship difficulties and behaviour problems in siblings.

5. Will the policy, strategy, function or service, have an adverse (negative) impact upon the lives of people, including employees and service users?

Yes x

No

Please provide an explanation for your 'Yes' or 'No' answer

These cuts will result in a reduction in service for some disabled children and their families.

Some employees will be at risk of redundancy, changes to terms and conditions and/ or will be required to deliver services in a different way.

6. Is an Equality Assessment required?

If your answer to question 2 has identified potential adverse impact and you have answered 'yes' to any of the following questions 3, 4, or 5, then you should carry out a Full Equality Assessment.

Does the Policy, Strategy, Function or Service require a Full Equality Assessment? **Yes** **No**

If a Full Equality Assessment is required, before proceeding you should discuss the scope of the assessment with service managers in your service area as well as the Directorate Contact Officer.

If a Full Equality Assessment is **Not** required, please sign the declaration and complete the Summary statement below, then forward a copy of the Initial Screening to your Directorate Contact Officer

If a Full Equality Assessment **Is** required, you will need to sign the declaration and complete the Summary statement below, detailing why the Policy, Strategy, Function or Service is moving to a Full Equality Assessment. Then continue with your Assessment

DECLARATION

A Full Equality Assessment not required, the Initial Screening has demonstrated that the Policy, Strategy, Function or Service is robust; there is no potential for discrimination or adverse impact. All opportunities to promote equality have been taken.

Chairperson: [name required](#)

Summary statement: [sign off statement required.](#)

Sign-off Date: [date required](#)

Quality check: The screening document has been checked using the agreed audit arrangements in the Directorate:

<p>Name: (Officer/Group carrying out the Quality Check) Veronika Quintyne</p> <p>Directorate: CYPFDirectorate</p> <p>Contact number: 0121 4643073</p>	<p>Date undertaken: 21.1.2013</p>	<p>Screening review statement: The initial screenings note4s the potential adverse impact on the changed service due to the proposed budget savings requiring a reduction of service and possible redundancy of staff. Therefore a full equality assessment is required.</p>
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Equality Assessment Task Group Members

	<u>Name</u>	<u>Role on Task Group</u> (e.g. service user, manager or service specialist)	<u>Contact Number</u>
1.	Chris Bush	Head of Disabled Children's Social Care – project lead - chair	0121 303 4499
2.	Lyn Richards	FR Manager – overview	0121 303 4499
3.	Sylvia Gordon	Safeguarding & Support Manager – Oversight manager DCSC	0121 303 4499
4.	Colin Jones	Occupational Therapy Manager – project lead for OT	0121 303 4499
5.	Sarah Cox	Autism and School Nursing Manager Health – independent - health	
6.	Shareen Khan	Barnardos Family Support – independent vol sector	
7.	CNLT Member	CNLT Member - independent Senior Manager	