

Helping to make an impact

Equality Assessment (EA) Form and Guidance Information

INITIAL SCREENING – STAGE 1 (See Guidance information)

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: Hospital Social Work Service - Budget Savings 2013/14	Ref: CYPF0113HO
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Responsible Officer: Kay Child Directorate: CYPF	Role: Chairperson of Equality Assessment Task Group Assessment Date: 22 January 2013
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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 checked="" type="checkbox"/> Is Changing <input 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 ensure children in need, including those in need of protection are adequately safeguarded

Objectives: To meet our statutory responsibilities to investigate and assess allegations of harm to children and young people
 To respond to expressions of concern about children presenting in the City's hospitals
 To work in partnership with Acute Trust colleagues to ensure a collaborative approach to safeguarding children in hospital settings

Outcomes: To ensure that enquires are undertaken and action taken to ensure children are made safe and that their emotional and physical health and development is secured

Benefits: This service is provided for children and young people to remove the service from hospital settings would have the benefit of reducing the isolation staff currently feel from social work colleagues and it would ensure greater consistency of child protection response

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?
- 6. Consider more favourable treatment of disabled people?

The service aims to provide a fair, transparent and equitable service to all children and young people irrespective of race, culture, religion, disability, sexual orientation or gender. CYPF has a specialist disabled children's service that can also be called upon to support Hospital Social Work Team (HSW) team and has access to a wide range of interpreting services.

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

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

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

The service is a statutory function to children and young people. We are required to deliver this service and we collect data that informs us of the number of activities this service engages.

There are two permanent employees in the service, five are agency staff. One of the permanent post holders is on secondment and will return to her substantive post, the other will be offered employment in another part of the service. We currently have vacancies for social workers across the city and there will be opportunities for suitable agency workers to relocate to other teams. There is a mobility clause in all contracts and staff are aware they are expected to work at any location

There will be no adverse impact on the wider community

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 No **x**

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

The service is a statutory function and will continue to be carried out by social work teams across the City. This proposal will amount to a reduction in overall numbers of social workers in CYPF but the current staff are agency workers or seconded staff so this will not impact directly on LA employed staff

This is a priority function and will not impact on priority service users

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

Yes

No

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

We will continue to deliver this service from area social work settings and as such there will be no adverse impact on service users. The impact on any staff relocating will, if anything, be positive as they currently describe feeling isolated from their peers

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: Kay Child

Sign-off Date: 21st January 2013

Summary statement: The Hospital Social Work Service is valued by health colleagues and this proposal would represent a departure from the multi disciplinary engagement the current model provides however the response to children in need including those in need of protection is a statutory function of the LA and will continue to be delivered from Area based social work settings

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: 22.1.2013</p>	<p>Screening review statement: Data evidence is required on the numbers of staff in the service and the impact of service change from hospital teams to area based teams. Evidence to substantiate the potential impact of staff change on agency workers and the reduction of CYPF social workers is required as this relates to the potential impact on the wider</p>
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		community. This information will further substantiate the requirement for a full equality analysis to be produced.
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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. Chairperson - Kay Child	Manager	52705
2. Jacqui Jensen	Senior Manager	57743
3. Paul Marshall	Peer challenge	303 0529
4. Lorna Scarlett	Peer challenge	3030807
5. Peter Duxbury	Strategic Director	57743