CONFIDENTIAL

Non-staffing budgets
Strategic Support Services - reduction in staffing and information

Equality Assessment (EA) Form

Helping to make an impact

Birmingham City Council
1. What are the main aims, objectives of the policy, strategy, function or service and how is it likely to benefit from its inclusion?

2. Explain how the aims of the policy, strategy, function or service will demonstrate the main aims of the policy, strategy, function or service.

3. More equal opportunities?
4. Promote positive attitudes towards disabled people?
5. Encourage participation of disabled people?
6. Consider more responsible employment of disabled people?

Benefits:
See aims

Outcomes:
See aims

Objectives:
See aims

Aims:
Effective governance, decision-making, commissioning and information management, to facilitate the delivery of services and enable the delivery of support for children, young people and families, particularly the most vulnerable, in order to achieve their full potential.

Is this: Draft or Proposed Policy
Is this: New or proposed service
Function: Strategy
Ref: CYPF101201

Assessment Date: 12.09.2012
Directorate: CYPF
Director: Chairperson of Equalities Task Group
Role: Chairperson of Equalities
Name of policy, strategy or function: Strategic Support Services

367.500

CYPF101201

Ref:

Name of policy, strategy or function: Strategic Support Services

Final version 26.04.13

Initial Screening - Stage 1 (See Guidance Information)

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

Please complete the following questions to determine whether a full equality assessment is required.
5. Will the policy, strategy, function or service have an adverse (negative) impact upon the lives of people, including employees and service users?

6. 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)?
The function will operate within the broader

Summary Statement:

Adverse Impact: All opportunities to promote equality have been taken.

Policy, Strategy: Function of Service is robust; there is no potential for discrimination or

A Full Equalities Assessment not required; the initial screening has demonstrated that the

DECLARATION

Full Equalities Assessment: Then continue with your assessment.

Summary Statement: defining your Policy, Strategy, Function of Service is moving to a

If a Full Equalities Assessment is NOT required, you will need to sign the declaration and complete the

Contact Officer

Summary Statement: Then forward a copy of the Initial Screening to Your Direct Creator.

If a Full Equalities Assessment is required, before proceeding you should discuss the scope of the

assessments with service managers in your service area as well as the Directorate Contact Officer.

If a Full Equalities Assessment is required, if a Full Equalities Assessment is required, if a Full Equalities Assessment is NOT required, please sign the declaration and complete the

Does the Policy, Strategy, Function of Service require a Full Equalities Assessment?

If your answer to question 2 - Yes, identify potential adverse impact and have answered yes,

6. Is an Equalities Assessment required?

Appropriate prioritization of work and integration of resources.

Discussions with staff from respondent functions will explore practical ways to enable effective and

The function (PATHS)

There is ongoing consultation with staff.

Currently in post and any staff who seek and secure voluntary redundancy will be undertaken.

In order to monitor and understand the implications of reductions in staffing an analysis of staff

There will also be a degree of readjustment introduced to offset the costs of a specific service within

redundancy. Some service re-design is also required and this may generate staffing lurusion.

See 3. Some staffing reductions will be achieved through existing vacancies and voluntarily.
Service Reduction

Voluntary redundancy is one existing resource and reductions will be based on achieving a more efficient function of the service. The Smarter delivery of the CYPF and recognition of the existence of existing resources will either be strategy through reassignments and acknowledging the value of the CYPF.

Screening Review:

Date undertaken: 26 April 2013

Arrangements in the Directors:

Quality Check: The screening document has been checked using the agreed audit.

Briefing:

The service within the function (PATHS) is now decided to remain a service within the function. By ceasing customer relations have been assessed about the statutory obligations at risk.

There will also be a degree of training impacts on the above are anticipated. Priority tasks in this way on direct adverse prioritisation of tasks means ceasing lower function of the function will be achieved. With a more efficient and smarter delivery recognition of the CYPF and strategic support will within CYPF and through reassignments and integration of resources.

The key risk is capability to provide timely and equalities at the aims of the General Duty.

Sign-off Date: 26 April 2013
### Equality Assessment Task Group Members

<table>
<thead>
<tr>
<th>Name</th>
<th>Role on Task Group</th>
<th>Contact Number</th>
</tr>
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<tbody>
<tr>
<td></td>
<td>(e.g. service user, manager or service specialist)</td>
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<td>1. Chairperson: Rachel Egan</td>
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