

EQUALITY IMPACT ASSESSMENT

Birmingham Children's Trust

Reference: EIA000229



 **RESET**

 **RESHAPE**

 **RESTART**

EIA Form – About your EIA

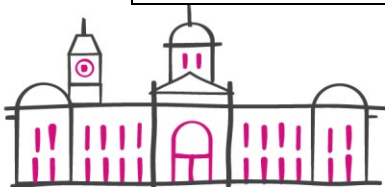
Reference number	EIA000229
Date Submitted	22/01/2024
Subject of the EIA	Birmingham Children's Trust
Brief description of the policy, service or function covered by the EIA	Birmingham Children's Trust delivers Children's Social Care services for the city on behalf of the City Council. These services include a range of statutory functions, and deliver Early Help, Child In Need, Child Protection, Children in Care, Care Leaver, Disabled Children, Youth Offending, Contextual Safeguarding, Fostering, Adoption, Children's Homes and other Specialist Services. It is proposed that the Trust realises savings of £9.3 million because of the Section 114 Notice. The Trust is still in the scoping stages of how these savings will be realised. There is a scaled suite of options that could be put into place to realise these savings, with a high likelihood that savings will result in a reduction to services for children, young people and families (whilst maintaining all statutory functions) and staff reductions. Whilst the Trust will do everything in its power to create efficiencies through a range of strategies including: increased digitalisation, leaner processes, better use of grant funding, and improved commissioning, there will be a felt impact to Birmingham citizens and Trust staff as a result of these savings.
Equality Assessment is in support of...	["Amended service"]
How frequently will you review impact and mitigation measures identified in this EIA?	Quarterly
Due date of the first review	2024-04-01

Directorate, Division & Service Area

Which directorate(s) are responsible for this EIA?	["Children and Families", "Birmingham Childrens Trust"]
Division	Commissioning Strategy & Transformation within Children and Families. Birmingham Children's Trust
Service area	Children's Social Care
Budget Saving	Yes

Officers

What is the responsible officer's email address?	Rachael Lickley
What is the accountable officer's email address?	James Thomas



Data Sources

Data sources	["Quantitative data (please specify in the box below)"]
Data source details	<ul style="list-style-type: none"> • Census 2021 • Indices of Multiple Deprivation (2019) • Quantitative data <ul style="list-style-type: none"> o HR dashboard (represents only those who have disclosed personal information relating to protected characteristics) o Ethnic disproportionality data and report o CIC disproportionality in South data and report

Protected Characteristics

Protected Characteristic – Age

Does this proposal impact people due to their age as per the Equality Act 2010?	Yes
What age groups are impacted by your proposal?	["0-9 years", "10-19 years", "20-29 years", "30-39 years", "40-49 years", "50-59 years", "60-69 years", "70-79 years", "80-89 years", "90 years or over"]



Please describe the impact to the age characteristic

Service users:

Children, young people and families can be supported at any age; for children and young people aged 0-25 years through pre-birth assessment teams all the way through to Care Experienced team (previously care leavers).

Birmingham is a young city, with 20.9% of the Birmingham population aged 0-14 years and a further 15.7% aged 15-24 years (Census 2021). Additionally, Birmingham is the 7th most deprived local authority nationally, with 51% of children aged 0-15 years living in the 10% most deprived areas (Index of Multiple Deprivation, 2019), suggesting there is a sizeable proportion of children and young people who are more likely to need support from the Trust in some form.

Both statutory and non-statutory services work closely with parents, families, professional care givers and extended networks, e.g. in supporting parenting change, kinship care etc. Therefore, reductions in services will also impact people 24+ who are in parenting/caring roles or supporting children and young people, as the early support that they can currently access will likely be reduced.

Any cuts in preventative and non-statutory support services are likely to lead to more referrals to higher tier or more intensive services at a later stage (i.e. statutory intervention), as difficulties in the family home are not resolved at the earliest opportunity. This could lead to increased numbers of child protection plans and increased number of children entering care at a later stage due to cuts in funding being likely to produce a reduction in preventative services. Statutory intervention in the long-term is more costly than utilising preventative services.



<p>How will you mitigate against any negative impact to the age characteristic?</p>	<p>It is currently unclear whether certain age groups are more or less likely to use different statutory or non-statutory services, therefore cuts to any services will likely impact all age groups similarly. The only exception to this is those services that specifically support certain age groups, e.g. young parents, care leavers etc.</p> <p>In terms of mitigation the Trust will maximise opportunities to create efficiencies and different ways of working to limit, as much as is reasonably possible, impact for staff and citizens. The two main ways in which mitigation will be sought are through partnership working and through optimal targeting of the right help and the right time.</p> <p>The Trust is working proactively with the strategic partners that form Birmingham’s Children & Young People’s Partnership in order to take a whole system approach to the reduction of Council funding in particular in respect of early help and youth provision. This will include maximising the resources of other partners and working together to identify children, young people and families that may be particularly adversely affected by service reductions. There will also be a partnership approach to minimising duplication where more than one service is involved in supporting a child and family.</p> <p>The Trust will continue to target its services on those in most need and this will be a particular focus in the refreshed Early Help service offer that the Trust delivers, in order to maximise the impact with reduced resources.</p>
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Protected Characteristic – Disability

<p>Does this proposal impact those people with a disability as per the Equality Act 2010?</p>	<p>Yes</p>
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<p>Please describe the impact to the disability characteristic</p>	<p>Service users: Children’s social care has a statutory requirement to support children with disability as a child in need. Not all children with disabilities may need social care support, or be in receipt of Trust services, but those who do may be supported by an early help or social work team or specifically in the Children with Disabilities service, which would require a social work or social care staff member.</p> <p>There are currently ~600 children and young people open to the Children with Disabilities team who require a social work service. Looking specifically at the Children with Disabilities team, there is often times a greater requirement for funding, such as funding staff specialist training, short breaks etc. As such, cuts to services that support children with disabilities are likely to more adversely affect children with disabilities, through loss of provision (e.g. short breaks) and potentially specialist training/quality of care and support (staff and/or learning and development reductions). There are no plans to make any savings on the level of service provided by the Children with Disabilities service, or the core Early Help and Social Work services.</p>
<p>How will you mitigate against any negative impact to the disability characteristic?</p>	<p>Whilst there are no specific savings proposals over services to disabled children, there will be further analysis of any impact for disabled children from any wider changes to the support and provisions available, any change management process will consider those children with disabilities in receipt of a social work service, as these will be our most vulnerable children and young people. Decisions about reductions to support services will also consider the financial implications of those children being cared for by the Trust, where support would prevent their entry into the care system.</p>

Protected Characteristic – Sex

<p>Does this proposal impact citizens based on their gender as per the Equality Act 2010?</p>	<p>Yes</p>
<p>What genders will be impacted by this proposal?</p>	<p>["Male", "Female", "Non-binary", "Trans"]</p>



<p>Please describe the impact to the gender characteristic</p>	<p>Service users: All genders make use of social care services, and therefore cuts to any services will have an impact on all genders. For example, looking over the last five years of children in care data, there is a roughly even split between male and female children in care (57% male). There is also scope for consideration of potential gender differences in the different services accessed, for example Youth Offending Services see ~90% male young people. As such, service cuts to services such as YOS would have a more detrimental impact on male service users.</p> <p>For parents/caregivers it is unclear what the gender split is of use of social care services. However, evidence suggests there is a greater proportion of male-on-female domestic abuse (though this is not always the case) and given this is one of the many reasons families will be involved with children's social care, including in non-statutory services such as Early Help, there is an argument that female service users may be disproportionately impacted. Family breakups traditionally result in mothers as the main carer in single parent households. For this reason there is a higher likelihood of females being disproportionately disadvantaged by service cuts.</p>
<p>How will you mitigate against any negative impact to the gender characteristic?</p>	<p>Further consideration of service users into which service - e.g. if more female parents use non-statutory services- should be given in the event that non-statutory services are more likely to see funding cuts than statutory services.</p>

Protected Characteristic - Gender Reassignment

<p>Does this proposal impact people who are proposing to undergo, undergoing or have undergone a process to reassign one's sex as per the Equality Act 2010?</p>	<p>No</p>
<p>Please describe the impact to the gender reassignment characteristic</p>	<p>N/A</p>
<p>How will you mitigate against any negative impact to the gender reassignment characteristic?</p>	<p>N/A</p>



Protected Characteristic - Marriage and Civil Partnership

Does this proposal impact people who are married or in a civil partnership as per the Equality Act 2010?	Yes
What legal marital or registered civil partnership status will be impacted by this proposal?	["Single", "Never married and never registered a civil partnership", "Married: Same sex", "Married: Opposite sex", "In a registered civil partnership: Opposite sex", "In a registered civil partnership: Same sex", "Separated, but still married", "Separated, but still in a registered civil partnership", "Divorced", "Widowed", "Formerly in a civil partnership now legally dissolved", "Surviving partner from civil partnership"]
Please describe the impact to the marriage and civil partnership characteristic	<p>Service users:</p> <p>34% of households in the city are households with dependent children (144,362). Of these, the highest category of households with dependent children are those living in a married or civil partnership household (80,851, at least of those that are of legal age for marriage or registered civil partnership). As such, any proposed cuts to funding, resources or training within services will likely impact married or civilly partnered families.</p> <p>Similarly, we know that single parent families may have additional difficulties linked to why it is a single-parent family and known to the Trust (e.g. domestic abuse, parental death). Some children, young people and families not married or civilly partnered may be more vulnerable, therefore reduced support for these families through service or resource cuts may be more keenly felt by these families.</p>
How will you mitigate against any negative impact to the marriage and civil partnership characteristic?	While this impact is unlikely to be significant, it is not possible to mitigate fully- we will strengthen other family-based support, where possible, to minimise impact by association/consequence on those who are married/in civil partnership. The Children's Trust will retain their work in promoting the Supporting Families outcomes.

Protected Characteristic - Pregnancy and Maternity

Does this proposal impact people covered by the Equality Act 2010 under the protected characteristic of pregnancy and maternity?	Yes
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<p>Please describe the impact to the pregnancy and maternity characteristic</p>	<p>Service users: Deliveries of births to teenage mothers (5 year pooled) for Birmingham at 0.8 is above the England average of 0.7. (Public Health Fingertips). Conceptions under the age of 18 can negatively impact the life chances of both mother and child. Teenage mothers are less likely to finish their education, are more likely to bring up their child alone, live in poverty and have poorer mental health when compared to older mothers. Babies born to teenage mothers have 60% higher mortality rates (JSNA, 2022). A such, children, young people and families known to the Trust where pregnancy/maternity plays a role are likely to be affected. It is also worth additional consideration that certain services are used more heavily for families where pregnancy, particularly young parents, plays a role, and understanding if these services provide a statutory or non-statutory function, under the assumption that non-statutory services are more likely to experience funding cuts than statutory services. In this instance, the impact on children, young people and families will be additionally adversely affected.</p>
<p>How will you mitigate against any negative impact to the pregnancy and maternity characteristic?</p>	<p>The revised approach towards delivering Early Help, currently in consideration by the Children’s Trust will need to target and prioritise those who are pregnant, prioritise preventing teenage pregnancy and supporting the needs of young parents, to the extent available resources allow. Targeting interventions for young women living in high risk or deprived areas will be important. Joining up resources with health care partners to continue providing critical community-based health programmes that are easy to access will also be critical. Continuity of public health led school based healthy relationship programmes will also be critical to ensure a level of support and awareness raising is sustained.</p>

Protected Characteristic - Ethnicity and Race

<p>Does this proposal impact people due to their race as per the Equality Act 2010?</p>	<p>Yes</p>
<p>What ethnic groups would be impacted by this proposal?</p>	<p>["White British", "Other White", "Bangladeshi", "Chinese", "Indian", "Pakistani", "Other Asian", "African", "Other Black", "Caribbean", "Black British", "Arab", "Latin American", "Irish", "Roma", "Gypsy or Irish Traveller", "Central and Eastern Europe", "Western and Southern Europe"]</p>



Please describe the impact to the ethnicity and race characteristic

Service users:

Birmingham is a super-diverse city in respect to ethnicity and therefore all ethnicities are likely to be impacted by any potential funding cuts. There may be some ethnicities who are more adversely affected, given the proportion of the population both in Birmingham and in service users. Across a sample of children and young people on child in need plans, child protection plans, child in care and who are known to Youth Offending Services, White and Mixed-heritage children and young people were the most over-represented in children's social care compared to the Birmingham population, and Black children and young people are the most over-represented in Youth Offending Services compared to the Birmingham population. Conversely, Asian children and young people are under-represented in both children's social care and youth offending services. As such, any potential funding cuts to these services may differentially adversely affect White and Mixed heritage children who most use Trust services, and may increase the risk of children and young people who are already at risk of being undetected (e.g. Asian) not being supported by the Trust. Reduction in funding or resources to children's social care services may also increase the use of services 'further down the line' such as YOS, given the increased contextual safeguarding concerns and that these are often linked to Black and Mixed-heritage children and young people.

There is a strong literature base to suggest children and young people of Black and Asian ethnicity receive poorer quality care (e.g. less holistic assessments, shorter interventions). Possible funding cuts to services would put increased pressure on an already stretched capacity, likely diminishing quality of care to all, but disproportionately affecting those children and young people who may be more likely to receive poorer quality of care.

Potential funding cuts to resources, training, learning and development may impact cultural competence and specialist knowledge, with this being depleted and/or not consistently provided to support staff when working with families. This may increase the likelihood of inefficient working with families and poorer outcomes.



<p>How will you mitigate against any negative impact to the ethnicity and race characteristic?</p>	<p>Equity of access to support and equality of opportunity for racialised and minoritised communities will need to continue to be a focus for the Trust – addressed through its existing Race Equity Action Plan. Retention of staff with lived experience and cultural competence where possible will need to be prioritised to ensure children, young people and families can benefit from that specialist knowledge.</p>
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Protected Characteristic - Religion or Beliefs

<p>Does this proposal impact people's religion or beliefs as per the Equality Act 2010?</p>	<p>Yes</p>
<p>What religions could be impacted by this proposal?</p>	<p>["No religion", "Christian", "Buddhist", "Hindu", "Muslim", "Jewish", "Sikh"]</p>
<p>Please describe the impact to the religion or beliefs characteristic</p>	<p>According to census data 2021 43% of young people report their religion as Muslim in Birmingham, 23% as Christian and 27% as having no religion. This information is not collected on children, young people and families that access services in the Trust, therefore it is difficult to know whether there would be a differential impact based on religion.</p> <p>Though not exclusively linked, ethnicity and religion do often correlate, for example being Muslim and Asian. We know that Asian children and young people are under-represented in the Trust in accessing support at the level of a child in need plan, child protection plan, or as a child in care. There is a large Muslim community in Birmingham and therefore part of this under-representation may be through wrap-around support provided by the religious community. Funding cuts to services may mean that this group are less likely to be supported because of wrap around support, and/or are they more likely to go unrecognised, particularly if there is a loss of specialist knowledge, lived experience and cultural competence from staff.</p>
<p>How will you mitigate against any negative impact to the religion or beliefs characteristic?</p>	<p>Equity of access to support and equality of opportunity for racialised and minoritised communities will need to continue to be a focus for the Trust – addressed through its existing Race Equality Action Plan. Retention of staff with lived experience and cultural competence where possible will need to be prioritised to ensure children, young people and families can benefit from that specialist knowledge.</p>



Protected Characteristic - Sexual Orientation

Does this proposal impact people's sexual orientation as per the Equality Act 2010?	Yes
What sexual orientations may be impacted by this proposal?	["Straight or heterosexual", "Gay or lesbian", "Bisexual", "Pansexual", "Asexual", "Queer", "All other sexual orientations"]
Please describe the impact to the sexual orientation characteristic	Service user: According to census 2021 data, 87.57% of people aged 16 and over identified as heterosexual in Birmingham. 1.35% identified as gay or lesbian; 1.27% identified as bisexual, 0.04% identified as queer and 9.42% did not answer. Sexual orientation can exacerbate vulnerabilities, similarly to gender reassignment, and may be the cause of homelessness, family stress or rejection etc. While there is no data collected on service users of this, it may be that realising savings through cuts to services reduces the support to particularly vulnerable groups of children and young people.
How will you mitigate against any negative impact to the sexual orientation characteristic?	All assessments of need/risk/suitability should consider the uniqueness of the individual being assessed and recommend help and support tailored to the identified need.

Monitoring

How will you ensure any adverse impact and mitigation measures are monitored?	<p>Quarterly monitoring through the Children's Trust Equalities Executive Group which reports to the Trust's Executive Leadership Team and the Board. Monitoring will make full use of KPIs and Quality Assurance findings in relation to service users and staff in order to monitor both impacts and the effectiveness of mitigations, amending these as necessary.</p> <p>There will be a review and refresh of this EIA and the identified impact and mitigation measures within 3 months' time when the full nature of the measures needed to deliver within the proposed reduced Trust Contract sum are known. At that point, gaps in existing data will also be addressed. Of particular interest is locality level data breakdown- we will attempt to obtain data at locality/ward level to further inform the process of refocusing and targeting support and resources available to areas and communities most in need.</p>
Please enter the email address for the officer responsible for monitoring impact and mitigation	Lorraine Donovan



