

EIA000938 Birmingham Children's Trust Additional Savings (Ref No. 253)

About your EIA

Reference Number:	EIA000938
Subject of EIA:	Birmingham Children's Trust Additional Savings (Ref No. 253)
Description:	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 delivery of Early Help, Child In Need, Child Protection, Children in Care, Care Leavers, Disabled Children, Youth Justice, Contextual Safeguarding, Fostering, Adoption, Children's Homes and other Specialist Services. It is proposed that the Trust realises savings of £0.850m in 25/26 through efficiencies that do not impact frontline service delivery. Efficiencies include maximising use of grant funding, increased digitalisation, senior management restructure and a review of spans of management control.
In support of:	["Amended service"]
Reviewing Frequency:	Quarterly
First review date:	30/06/2025

Directorate, Division & Service Area

Directorates:	["Birmingham Childrens Trust"]
Division:	Children and Families - Birmingham Children's Trust
Service Area:	Children's Social Care

Budget Savings

Related to budget savings?:	Reference No. 253
Budget proposal reference number:	Reference No. 253

Officers

Responsible Officer Email:	Suki.Hayes@birmingham.gov.uk
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Data Sources

Data sources:	["Quantitative data (please specify in the box below)"]
Data sources Details:	<ul style="list-style-type: none"> • Census 2021 • Indices of Multiple Deprivation (2019) • Quantitative data 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

Initial Assessment

Impact Age:	Yes
Impact Disability:	Yes
Impact Sex:	Yes
Impact Gender Reassignment:	Maybe
Impact Marriage and Civil Partnerships:	Yes
Impact Pregnancy and Maternity:	Yes
Impact Race:	Yes
Impact Religion or Beliefs:	Yes
Impact Sexual Orientation:	Yes
Impact Care Experience:	

Initial Assessment Summary

Initial Assessment Summary:	<p>Due to the nature of the services the Trust provides, any changes are most likely to impact those with the protected characteristic of age. Additional savings in 25/26 will be delivered through efficiencies, grant funding switch and the Trust 2025 transformation programme which seeks to meet children's needs effectively earlier in the safeguarding pathway, in line with national reforms to social care services. This will reduce caseloads, create sustainable conditions for a more resilient workforce and reduce spend on commissioned services. Delivery of the savings is not expected to reduce the service provided to children, young people and families but this will be kept under review as part of planned monitoring. Should adverse impacts be identified, mitigations will be sought. The potential impact on staff of the efficiencies that will be made by the Trust is not yet known so it is not yet possible to identify impacted groups within the Trust's workforce. This will be kept under review as part of the monitoring and mitigations identified if necessary.</p>
Is a full EIA Required?:	Yes

Protected Characteristic – Age

Impact Age:	Yes
Age Group Impacted:	["0-9 years", "10-19 years", "20-29 years", "30-39 years", "50-59 years", "40-49 years", "60-69 years", "70-79 years", "80-89 years", "90 years or over"]
Age Impact Details:	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. Staff: The age breakdown of the Trust's workforce is as follows: 18-24: 3% 25-29: 10.3% 30-34: 10.5% 35-39: 11.4% 40-44: 13.3% 45-49: 12.8% 50-54: 13.8% 55-59: 12.5% 60-64: 9.4% 65+: 3.3%
Age Impact Mitigation:	The efficiencies proposed are not intended to impact frontline service delivery. Impact, including any unintended consequences for any group(s), will be closely monitored as part of delivery. When the potential impact on staff of the proposed efficiencies is known, mitigations will be considered based on information held on the age profile of the relevant group.

Protected Characteristic – Disability

Impact Disability:	Yes
Disability Impact Details:	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. 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. Staff: 2.6% of the Trust's workforce are registered as having a disability.
Disability Impact Mitigation:	The efficiencies proposed are not intended to impact frontline service delivery. Impact, including any unintended consequences for any group(s), will be closely monitored as part of delivery. When the potential impact on staff of the proposed efficiencies is known, mitigations will be considered based on information held on the relevant group, recognising that the number of staff with disabilities is likely to be higher than is registered.

Protected Characteristic – Sex

Impact Sex:	Yes
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Sex Groups Impacted:	["Male", "Female", "Non-binary"]
Sex Impact Details:	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. 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. Staff: The Trust's workforce is 81% female and 19% male.
Sex Impact Mitigation:	The efficiencies proposed are not intended to impact frontline service delivery. Impact, including any unintended consequences for any group(s), will be closely monitored as part of delivery. Any potential impact on staff of proposed efficiencies is likely to impact female staff more than male. Mitigations will be considered based on the relevant staff group when this is known.

Protected Characteristic – Gender Reassignment

Impact Gender Reassignment:	No
Gender Reassignment Impact Details:	It is unknown whether any people who fall under this protected characteristic will be impacted.
Gender Reassignment Impact Mitigation:	The efficiencies proposed are not intended to impact frontline service delivery. Impact, including any unintended consequences for any group(s), will be closely monitored as part of delivery.

Protected Characteristic – Marriage and Civil Partnership

Impact Marriage and Civil Partnership:	Yes
Marriage and Civil Partnership Groups Impacted:	["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", "Formerly in a civil partnership now legally dissolved", "Widowed", "Surviving partner from civil partnership"]
Marriage and Civil Partnership Impact Details:	Service users: 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. 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. Staff: Information is not held on marriage or civil partnership of the Trust's workforce.
Marriage and Civil Partnership Impact Mitigation:	The efficiencies proposed are not intended to impact frontline service delivery. Impact, including any unintended consequences for any group(s), will be closely monitored as part of delivery.

Protected Characteristic – Pregnancy and Maternity

Impact Pregnancy and Maternity:	Yes
Pregnancy and Maternity Impact Details:	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.
Pregnancy and Maternity Impact Mitigation:	The efficiencies proposed are not intended to impact frontline service delivery. Impact, including any unintended consequences for any group(s), will be closely monitored as part of delivery. As the majority of the Trust's workforce is female, proposed efficiencies could potentially impact pregnant staff. Mitigations will be considered based on the relevant staff group when this is known.

Protected Characteristic – Ethnicity and Race

Impact Ethnicity and Race:	Yes
Ethnicity and Race Groups Impacted:	
Ethnicity and Race Impact Details:	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

	<p>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. Staff: 39.2% of the Trust's workforce are White, 21.7% Black, 18.1% Asian/Asian British and 4.7% Mixed. Data is not available for 13% of staff.</p>
Ethnicity and Race Impact Mitigation:	<p>The efficiencies proposed are not intended to impact frontline service delivery. Impact, including any unintended consequences for any group(s), will be closely monitored as part of delivery. When the potential impact on staff of the proposed efficiencies is known, mitigations will be considered based on information held on the relevant group, recognising that ethnicity records are incomplete</p>

Protected Characteristic – Religion

Impact Religion:	Yes
Religion Groups Impacted:	["No religion", "Christian", "Buddhist", "Hindu", "Jewish", "Muslim", "Sikh"]
Religion Impact Details:	<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. 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. Staff: Information is not held on religion for staff.</p>
Religion Impact Mitigation:	<p>The efficiencies proposed are not intended to impact frontline service delivery. Impact, including any unintended consequences for any group(s), will be closely monitored as part of delivery.</p>

Protected Characteristic – Sexual Orientation

Impact Sexual Orientation:	Yes
Sexual Orientation Groups Impacted:	["Straight or heterosexual", "Gay or lesbian", "Bisexual", "Pansexual", "Asexual", "Queer", "All other sexual orientations"]

Sexual Orientation Impact Details:	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. Staff: Complete information is not available about sexual orientation of the Trust's workforce.
Sexual Orientation Impact Mitigation:	The efficiencies proposed are not intended to impact frontline service delivery. Impact, including any unintended consequences for any group(s), will be closely monitored as part of delivery. When the potential impact on staff of the proposed efficiencies is known, mitigations will be considered based on information held on the relevant group, recognising that the complete information on sexual orientation is not held.

Protected Characteristic – Care Experience

Impact Care Experience:	Yes
Care Experience Impact Details:	
Care Experience Impact Mitigation:	The Trust is currently working with the Council to embed the corporate parenting responsibility for children in care and care experienced young people with a report that will be taken to Cabinet in February 2025. This seeks to increase opportunities and support for care experienced young people and also ensure corporate parenting is regularly monitored through Cabinet. When the potential impact on staff of the proposed efficiencies is known, mitigations will be considered based on information held on the relevant group, including whether any staff are care experienced

Other

Any other risks or impacts:	A range of legislation and guidance directs the services BCT delivers on behalf of BCC. These include:• Successive Children and Young Peoples Acts, 1963, 1989 and 2004 and Children and Social Work Act 2017• Adoption and Fostering guidance and legislation – as applied to independent fostering and adoption agencies. • Disability and support legislation including the Care Act 2014, Carers legalisation and disability legislation including Carers and Disabled Children Act 2000• Legislation that defines and confers duties to provide youth offending services including, the Crime and Disorder Act1989 and Criminal Justice Act 2003. • Successive Working together to Safeguard Children and Families statutory guidance (most recently issued 2023) It is likely that reduced level of service may make compliance with regulations and the ability to respond to changes in national policy and requirements difficult. • Compliance with legislation and guidance that details the requirements for children and families is monitored through existing commissioning and contract mechanisms. Where possible compliance will be prioritised.
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Full Assessment Summary

Full Assessment Summary:	EIA has not identified any group will be adversely impacted by the proposals made by the Trust. The transformation programme, Trust 2025, will ensure families' needs are met earlier in the safeguarding pathway and other proposals will not directly impact frontline services. Delivery of the Trust's savings, and any unintended consequences impacting any group(s), will be monitored through the Operational Commissioning Group and Children's
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	Trust Partnership Governance Group, the formally agreed and constituted contract monitoring and management mechanisms.
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Monitoring

Monitoring Details:	Delivery of the Trust's savings, and any unintended consequences impacting any group(s), will be monitored through the Operational Commissioning Group and Children's Trust Partnership Governance Group, the formally agreed and constituted contract monitoring and management mechanisms. 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. There will be a review and refresh of this EIA and the identified impact and mitigation measures by the end of June 2025.
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