

# EIA000936 Birmingham Children's Trust Additional Savings (Ref No. 252)

## About your EIA

Reference Number:	EIA000936
Subject of EIA:	Birmingham Children's Trust Additional Savings (Ref No. 252)
Description:	<p>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 £3.4m in 25/26 through early delivery of benefits from its Trust 2025 Transformation Programme. This programme will meet children's needs effectively earlier in the safeguarding pathway, integrate services for vulnerable children in line with national reforms and reduce the Trust's spend on commissioned services. The transformation programme will change how services are delivered to children and families by meeting their needs earlier but this will not have an adverse impact. The Trust 2025 design phase sought to identify opportunities to support children, young people and families earlier and what would be needed to enable this to happen. This identified that around 10% of children could have their needs met earlier. Through the Trust 2025 programme, this will be done through greater input from specialist support, more frequent interaction between practitioners and children, young people and families and more consistent application of threshold. It will not reduce services – families will be supported earlier. This will apply to all protected characteristics but the earlier support will be most felt by those with the protected characteristic of age.</p>
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. 252
Budget proposal reference number:	Reference No. 252

## Officers

Responsible Officer Email:	Suki.Hayes@birmingham.gov.uk
Accountable Officer Email:	Sue.M.Harrison@birmingham.gov.uk

## Data Sources

Data sources:	["Quantitative data (please specify in the box below)"]
Data sources Details:	• 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:	No
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:	Due to the nature of the services the Trust provides, Trust 2025 will most impact those with the protected characteristic of age. Additional savings in 25/26 will be delivered through early delivery of benefits related to the Trust 2025 transformation programme which seeks
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	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. The impact of the changes that will be delivered through Trust 2025 will be monitored by the Trust and reported to the Council through the established governance, including the monthly Operational Commissioning Group and the Partnership Governance Group. Delivery of the savings will improve 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 Trust 2025 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. An EIA will be undertaken to understand the impact on the Trust's staff when this is known.
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", "40-49 years", "50-59 years", "60-69 years", "70-79 years", "80-89 years", "90 years or over"]
Age Impact Details:	The Trust's services are provided to children, young people and families so any changes made will impact younger people more. However, the changes that will be made through Trust 2025 are to meet needs effectively earlier in the pathway so there will not be a negative impact felt by this group. Children, young people and families having their needs met earlier will mean more children being supported to remain at home rather than entering care and more children living in family settings rather than residential care. Children and young people have improved outcomes when they are able to safely remain in family settings. Meeting needs more effectively earlier will also reduce the delays families experience in accessing support.
Age Impact Mitigation:	The impact of Trust 2025 changes will be to meet families' needs earlier in the safeguarding pathway. We will closely monitor to ensure that all groups benefit from this earlier intervention.

## 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. Trust 2025 will not change the level of service provided by the Children with Disabilities service and therefore the changes will have no negative impact however families will receive support earlier.
Disability Impact Mitigation:	The impact of Trust 2025 changes will be to meet families' needs earlier in the safeguarding pathway. We will closely monitor to ensure that all groups benefit from this earlier intervention.

## Protected Characteristic – Sex

Impact Sex:	Yes
Sex Groups Impacted:	["Male","Female","Non-binary"]
Sex Impact Details:	All genders make use of social care services, and therefore Trust 2025 will have an impact on all genders by meeting needs earlier in the safeguarding pathway. 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. Female service users may therefore be more impacted by the changes introduced through Trust 2025 however the support provided earlier will have a positive impact upon all genders.
Sex Impact Mitigation:	The impact of Trust 2025 changes will be to meet families' needs earlier in the safeguarding pathway. We will closely monitor to ensure that all groups benefit from this earlier intervention.

## 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. Young people wouldn't require the Trust's support just because they identify as transgender or non-binary but transgender/non-binary young people will be part of the cohort of young people the Trust works with.
Gender Reassignment Impact Mitigation:	As part of the review and process, if anyone is identified as falling within these protected characteristics, then steps will be taken to mitigate the impact and will be recorded accordingly.

## 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 changes to services through Trust 2025 will likely impact married or civilly partnered families as well as families in other households. However with the support being provided earlier this will have a positive impact upon households.
Marriage and Civil Partnership Impact Mitigation:	The impact of Trust 2025 changes will be to meet families' needs earlier in the safeguarding pathway. We will closely monitor to ensure that all groups benefit from this earlier intervention.

## Protected Characteristic – Pregnancy and Maternity

Impact Pregnancy and Maternity:	Yes
Pregnancy and Maternity Impact Details:	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). As such, children, young people and families known to the Trust where pregnancy/maternity plays a role are likely to be affected. By having their needs met earlier in the safeguarding partnership, this will have a positive impact upon this group.
Pregnancy and Maternity Impact Mitigation:	The impact of Trust 2025 changes will be to meet families' needs earlier in the safeguarding pathway. We will closely monitor to ensure that all groups benefit from this earlier intervention.

## 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 Justice Services compared to the Birmingham population. Conversely, Asian children and young people are under-represented in both children's social care and youth justice services. Therefore Trust 2025 may differentially impact White and Mixed heritage children as they most use Trust services. As the support will be provided earlier this will have a positive impact upon those that fall within this characteristic.
Ethnicity and Race Impact Mitigation:	The impact of Trust 2025 changes will be to meet families' needs earlier in the safeguarding pathway. We will closely monitor to ensure that all groups benefit from this earlier intervention.

## Protected Characteristic – Religion

Impact Religion:	Yes
Religion Groups Impacted:	["No religion", "Christian", "Buddhist", "Hindu", "Jewish", "Muslim", "Sikh"]

Religion Impact Details:	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. As the support will be provided earlier this will have a positive impact upon those that fall within this characteristic.
Religion Impact Mitigation:	The impact of Trust 2025 changes will be to meet families' needs earlier in the safeguarding pathway. We will closely monitor to ensure that all groups benefit from this earlier intervention.

## 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. There is no data collected on service users of this.
Sexual Orientation Impact Mitigation:	The impact of Trust 2025 changes will be to meet families' needs earlier in the safeguarding pathway. We will closely monitor to ensure that all groups benefit from this earlier intervention.

## 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.

## 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)
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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 Trust Partnership Governance Group, the formally agreed and constituted contract monitoring and management mechanisms.
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## Monitoring

Monitoring Details:	Delivery will be monitored through the Trust's Board and related governance processes, including through the Operational Commissioning Group and Children's Trust Partnership Governance Group, the formally agreed and constituted contract monitoring and management mechanisms. 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. 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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