

# Full Equality Impact Assessment Record

## Section 1:

Service:

Child Health and Disability Team

Title of strategy, policy or service:

Child Health and Disability Team

Officers involved in the EQIA:

Matt Jenkins – Team Manager

Type of strategy, policy or service (delete below as appropriate):

Existing:



New/proposed:



Changing/Update/ revision



### Q1 – What is the aim of your strategy, policy, project or service?

To provide tailored focused support for families where there is a child with a disability, to empower the family to function effectively.

CHAD provides specialist social work, occupational therapy and short-term fostering services to children and young people with permanent and substantial disabilities or severe or life threatening health conditions.

The Services provided includes:

- Social work interventions for children who meet the threshold of 'permanent and substantial disability'. This includes assessment, planning and review for children in need (as defined by the Children Act 1989), children subject to protection plans and corporate parenting duties for children in care
- OT assessments, provision of aids and adaptations
- Provision of short breaks with shared care families and specialist residential provision, day care services, and access to community activities for children and young people with disabilities.
- Arranging domiciliary support to children and young people cared for by their families.
- Co-ordinating and contributing to the Statementing process
- Transition to adult services
- Carers / Young carer's assessments
- Disability assessment contributions to Education Transition Reviews for Statemented pupils at Year 9

**Q2 – Who is it going to benefit and how? If this is a changing function state who will be affected or not longer benefit**

Children aged 0-18, assessed as having a permanent and substantial disability and/or life threatening health condition and their families.

**Q3 – What outcomes do you want to achieve?**

There are a range of legislative requirements that the CHAD Team are responsible for, mainly under the Children Act 1989 and 2004 and a number of relevant local policies which translate legislative and good practice guidance into local procedures.

The function supports the Authority's aims of 'Supporting Children and Young People' and 'Promoting Health and Well-being'.

The Team's service review is aimed at achieving the following outcomes:

- Delivering services as creatively and efficiently as possible.
- Promoting inclusion, independence and personalisation.
- To minimise unnecessary intervention into families lives through the promotion of a proportionate response to needs,
- Promoting participation and consultation with service users and listening to parental views on service delivery.

**Q4 – Are there barriers to doing this?**

Budget Constraints across the Borough may reduce the funding available to meet disabled children's additional needs and there is a risk of imbalance between the national promotion of "entitlement to services and the personalisation agenda" which is increasing demand on services.

Local interpretation of Legislative requirements could impact on the development of proportionate monitoring and review of those children receiving a CHAD service under Children in Need policy and procedures.

**Q5 – How will you put this into practice?**

A number of specific areas have been targeted for change within the Service review:

- Data Collection exercise to analyse and fully understand the profile of our existing service users.
- Managers to write a paper on proportionate monitoring and reviewing of cases to go to Service Unit Head / Overview and Scrutiny Committee with proposals of changes in practice. Consultation with Parents.
- Development of a Resource Allocation Panel to promote more rigorous decision making with regard to budget management.
- Service Review of Family Based Shared Care model of working.

## Section 2: Information gathering and judging impact

### Q6 - What existing information and data do you have?

All casework is recorded on Raise ICT system.

Raise can generate a range of reports:

- Performance Indicators: Assessment and Review timescales.
- Representation of different groups: Age, Ethnicity, religion, disability, gender.

Data Collection table produced within Service Review that includes basic information, complexity of disability, risk of family breakdown, resources being provided by all BoP short breaks services to individual children.

Access to Pan-Dorset Aiming High Board and information on developments in bordering authorities.

National data and information from Impact (formerly Together for Disabled Children). And Short Breaks Network.

Borough of Poole Happy to Help Toolkit for Translation Services and Accessibility Guidance.

### Q7- What does this tell us about the likely impact on different groups?

#### General/all equality groups

#### Age

The service is available to children aged 0-18 who are entitled to an assessment as a Child in Need due to their disability.

Young People aged 15 plus will receive support focused on promoting Independence and Transition to Adult Social Care.

#### Disability

The team has limited capacity and therefore decisions have to be made regarding the significance of the child's disability (or life threatening health condition) on the family's ability to function.

This means that a number of mild and moderately disabled children will not get this specialist service and will have their needs met by mainstream specialist services or universal services.

Parents with Learning Disabilities may have difficulty using the Direct Payments System. The Borough commissions Penderels Direct Payment Support Service to offer support in this area.

**Gender reassignment**

There are no barriers in place to a parent / Carer whose gender has been reassigned to accessing the CHAD service for their child who is disabled.

The social workers in the team would challenge any discrimination they felt was being experienced by a parent / carer whose Gender had been re-assigned.

**Pregnancy and maternity**

The team often increase levels of support to families who have a severely disabled child and the mother becomes pregnant or gives birth to a baby in recognition of the additional pressure that the family have to cope with.

**Race**

Although there is a low proportion of total service users from different races, there are no barriers in place to a child/family from different races.

**Sex**

There will always be an over-representation of males in child disability statistics as there are a number of conditions which are predominant in males.

There are issues of limited gender choice for young people who need personal care. It is not always possible to recruit males to work as personal care assistants for young men. Where fathers are the primary carers of young women there are issues of dignity.

**Religion or belief**

Religion or faith of service users is considered as part of the assessment. Where there are needs identified that cannot easily be addressed, the Faithworks Spirituality Worker, based in the Fostering Service, will be consulted. There may be joint-work with the CHAD Team where this helps address unmet needs.

**Sexual orientation**

The sexual orientation of young people with significant disabilities and communication difficulties can be a challenge to identify.

The CHAD Team are aware of the importance of considering the holistic needs of young people, including their sexual identity.

Joint work with Health Specialists is undertaken with young people about appropriate sexual behaviours, as there are times when the young people's cognitive ability can lead to inappropriate sexual behaviours. CHAD Team will work with schools and Learning Disability Nurses in this area, undertaking risk assessments and putting services in place, where appropriate.

**Socially excluded groups**

The focus of our teams work is on promoting inclusion of disabled children, a socially excluded group. As social workers we practice in an anti-oppressive way and challenge discrimination of socially excluded groups.

**Q8 - Is there any potential for direct or indirect discrimination? No**

**If yes, please use the action plan below to say how this will be mitigated**

### Section 3: Action planning

If you have any comments, queries or suggestions to be considered as part of this EQIA please email [integrated.services@poole.gov.uk](mailto:integrated.services@poole.gov.uk) or telephone 01202 261974 or Text Relay on 18001 01202 261974.

**EQIA approved by:**

**Date:** March 2012

**Contact number:** 01202 46xxxx

**Review date:** September 2012

Send a copy of your completed screening to your Unit's [Equality Rep](#) and the [Corporate Equality Officer](#) for publication