

Equality Impact Assessment Screening

Impact on Staff of the Transforming Children's Services Programme

Section 1:

Service:

Local Authority Children's Services

Title of strategy, policy or service:

Transforming Children's Services Programme

Officers involved in the EQIA:

Programme Board

Type of strategy, policy or service:

New / Proposed

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

The aim of this Transformation Programme is to ensure that families get the right service at the right time to improve outcomes for the family and their children.

The detailed aims are laid out in the Formal Staff Consultation Document (p6).

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

The main beneficiaries of this Change Programme will be children in Poole who are vulnerable or who have additional needs, through receiving services which are more appropriate to their needs and directed in a more coordinated way, better focused on improved outcomes.

However this EQIA screening is focused on staff. The benefits for staff will be working within a better coordinated system, with less duplication of effort. Staff will also benefit from additional training and access to better information about the families they are working with.

Q3 – What outcomes do you want to achieve?

For staffing changes, the Programme needs to have:

Staff who are trained in the range of evidence based interventions needed to carry out their role (including assessment).

Staff are clear about the needs of the family they are working with, what outcomes they are trying to achieve and how these will be monitored.

The process outcomes are that:

Staff are clear about the strategy and rationale, understand the fair and equitable processes for their move to new roles and responsibilities within the new arrangements so that by the programme change deadline all staff are within their new roles and confident they can deliver to service users.

Q4 – Are there barriers to doing this?

There are no resource barriers to doing this in the sense that the overall restructure has more posts than the existing structure. In addition specific reassurances have been given for Social Work qualified staff in Children, Young People & Learning so that their skill set can be used in new posts within Children & Young People's Social Care.

Resource has also been allocated for workforce development in the Programme implementation.

The HR process includes fair and equitable processes to move staff from their current roles into new ways of working or new roles.

Q5 – How will you put this into practice?

Formal Consultation will include explanation of processes for preferences etc. and for the arrangements for protecting Social Work trained staff.

Section 2: Information gathering and judging impact

Q6 - What existing information and data do you have?

Staff have been widely consulted about the overall reasons for the transformational programme. The Early Help Review included interviews and focus groups to gain views from staff on the way service could improve.

The key data for the EQIA screening is that the numbers of posts overall in Children's Services are increasing, not decreasing, therefore while individuals will be effected by the change of roles, there is not a risk for staff group overall of redundancy, although one or two posts may be affected.

Any selection and preference process will be fair, equitable and transparent.

Q7- What does this tell us about the likely impact on different groups¹?

Because overall there is no reduction in the number of posts, there is no specific risk of impact for any of the groups listed below.

Age

Disability

Gender reassignment (Trans people)

Maternity and pregnancy

Civil partnerships and marriage

Race

Religion or belief

Gender

Sexual orientation

Socially excluded groups

Q8 - Is there any potential for direct or indirect discrimination?

The only potential for discrimination would be if fair and equitable selection and preference processes were not followed.

Section 3:

Action Required

EQIA screening indicates no additional action required other than the application of fair and equitable selection and preference processes.

Programme Board to take action if Consultation with staff raises any issues which have equality impact implications.

EQUI Screening completed by:

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