

**Equality Analysis of 2012/13 Council budget
Children's Services**

1. Departmental information and audit trail

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Consultation with other officers / departments	Cross-council through equalities steering group discussions

2. Vision / aims and objectives

Departmental vision statement	<p>"Every child, young person and family in Southwark leading independent healthy lives, feeling safe and secure and achieving their full potential. We have high expectations for our communities and will work together to make a measureable difference in a way that helps overcome inequality and disadvantage, and strengthens families' abilities to raise their children successfully"</p> <p>In order to achieve this vision, we will work in partnership across five priorities:</p> <ul style="list-style-type: none"> • Thinking families – families at the centre of all we do • Narrowing the gap – better and more equal life chances for all • Raising the bar – high-quality provision that meets local needs • Succeeding into adulthood – at-risk young people achieve wellbeing • Working together – children are safeguarded from harm and neglect
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3. 2011/12 budget proposals	
Budget “headlines”	<p>The proposed savings for 2012-13 total £6.174m (equating to 8% of the core budget excluding recharges). These savings are being made in the context of a reduction in grants of over £6.0m and savings targets of £5.783m in 2011-12.</p> <p>In order to achieve these savings, the transformation of provision will be based around the principles of:</p> <ul style="list-style-type: none"> • Strong universal services for 0-19 • Targeted early intervention to prevent problems escalating and reduce the call on costly specialist interventions • Smaller, high-quality specialist services that can meet the needs of our most vulnerable children, young people and families <p>The budget reductions outlined in the 2012-13 budget report are the department’s proposals to achieve the agreed savings total. The changing national policy landscape is requiring a high level of change across all levels of the system. These changes need to be implemented in a sustainable way that is aligned with the significant reduction in resources – and without losing the essential continuity required to deliver core statutory duties. A key challenge is in ensuring the department’s budget strategy minimises potential negative impacts of reduced resources. This document sets out the department’s approach, which places equalities at the heart of decision-making. As each budget proposal is taken forward and implemented, a full equalities impact assessment will be carried out, to ensure that identified impacts on equalities are fully assessed and addressed.</p>
4. Service users	
Service users	<p>Children’s services works in partnership with a range of agencies, often in joint service delivery arrangements such as schools, health, police and voluntary sector. Children’s service provides a range of provision across all levels of need from universal services (for all children) through to services for specific groups for whom the department has legal responsibilities such as children in care and children at risk of harm. Services are for children from the ages of 0-19 or in some cases up to 25 years, such as where they have severe and profound disabilities. Services are a mix of statutory and discretionary services. Although responsibilities broadly relate to children and young people, in order to fulfil these responsibilities the local authority works in partnership with parents who receive services that enable them to support and nurture their children.</p>

5. Process	
<p>Information from departmental EqIA</p>	<p>Consultation with children, young people and their families is a key principle for how the service sets its priorities, reviews effectiveness and deliver services. In developing our last children and young people's plan, the children's trust undertook a large-scale consultation process, known locally as 1,000 voices, which sought the views of more than 1,000 children, young people, parents and professionals to underpin local priorities for children's services and shared principles for how we will plan and deliver services. The children and young people's plan has been, and will continue to be, a central driver of our transformation work and along with other key principles, such as the leader's Fairer for All framework.</p> <p>The local authority has a robust and well-developed partnership approach, which includes a range of consultation groups and partnership bodies that work together to deliver services, and, going forward, deliver the efficiency and transformation agenda. These include headteachers' executive, a children in care council Speaker Box, the youth council, parent participation forum, parent partnership for parents of children with LDD, trade union consultations, and the Southwark safeguarding children board, including its annual stakeholders conference.</p>

6. Equality issues identified through departmental EqA processes				
Budget proposal	Type of saving	Equality impacts / disproportionate impact or discrimination identified ¹	Evidence gathered	Mitigation / further action
a) Savings of £2.042m through more effective procurement processes, a review of back office functions, a reorganisation of management roles and how services are delivered, utilisation of grant to support services, and a range of other efficiency savings	Service cut – efficiency savings	Most of these proposals are 'back office' efficiency savings, and therefore do not have disproportionate effect. The department has kept proposals involving staff reductions under close review in particular because women and ethnic minorities are over-represented in the workforce, such as carrying out an equality impact assessment during the management reorganisation, and this found no equality impacts.	i) Workforce survey ii) Consultation with staff and trade unions iii) EqIAs are integral to HR processes	Maximising staff opportunity for relocation within the council.
b) £250,000 saving through restructuring youth service provision	Savings/service transformation	These new arrangements are intended to provide a higher-quality, more targeted service which better meets the needs of local young people. The ongoing EqIA and consultations have identified no disproportionate effect to staffing, providers or service users; this will be kept under review as the new arrangements are implemented.	i) Staff consultation ii) Consultation with service users iii) Ongoing EqIA on impact of developing new delivery arrangements	The council's priority commitment to give young people real power over 20% of the youth budget has helped ensure that provision better reflect and meet a range of community needs.
c) Savings of £800,000 through staff reductions in social care specialist services	Savings	This represents 4% of the staffing budget. No equality impact or disproportionate effects on staff or service users have been identified in carrying out budget reductions to date. The reductions will mean services considering ways of delivering services more effectively, including through	Staff consultation. There is also considerable data available on social care work to support detailed needs assessment and help identify what makes the most difference to outcomes in terms of intervention and service delivery options	Key transformation agendas offer the potential to work in more joined-up ways, with streamlined pathways and process enabling more effective working and greater value for money.

¹ Against equality strands in Council's E&HR scheme and "protected characteristics" in Equality Act 2010. in respect of race, gender, disability, religion/belief, sexual orientation, age, human rights, gender re-assignment, and pregnancy and maternity.

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		restructure, and this area will be kept under close review through HR processes.		
d) Reduce play service funding by £250,000	Savings/service reduction	Assessment ongoing but no equality impact or disproportionate effect identified in initial investigations. A focus of ongoing review is the potential for impact on more vulnerable families and children who may currently be using this open-access service.	Staff consultation and proposed consultation with service users	Focus is on managing funding reduction by streamlining provision, improving value for money and exploring community control so that all services are maintained. In addition, ongoing service transformations, including the development of an early help offer, seek to identify and engage vulnerable families and children in accessing appropriate support earlier.
e) Discretionary subsidy to community nurseries reduced by £75,000	Savings	This is a phased withdrawal and there is anticipated to be no loss of provision as a result or equality impact on staff or providers.	Consultation with service providers	Locally, we are working to improve the quality and range of our universal provision in early years.
f) Savings of £250,000 from the school achievements teams	Savings/service reduction	None identified; the budget reductions reflect a change in statutory duties, and have been achieved by streamlining the teams into a single 0-19 standards team, with equality impacts on staff monitored through HR processes and the impact on schools assessed in consultation with schools.	i) Staff consultations, ii) Consultation with headteachers via consultation meetings and discussion with schools forum iii) Consultation with local trade unions	The streamlined service is developing monitoring systems to enable it to identify any school at risk of underperforming, and so provide support quickly to raise standards. The team also continues to work closely with schools in developing their capacity to offer school-to-school support.
g) Reduce funding to supplementary schools by £200,000	Savings/grant cut	The budget reduction is a withdrawal of subsidy not a withdrawal of service. No equality impacts or disproportionate effect have been identified through initial investigations and discussions with providers – although some	Discussion and consultation with supplementary school providers and schools	Schools are responsible for the progress and attainment of all their pupils, and budgets are devolved for supporting vulnerable pupils, who attainment is rising year on year. The LA provides challenge to schools

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		providers cater to specific ethnic groups, the subsidy is provided to a minority of providers in the local market, which as a whole continues to offer a good range of alternatives for service users. Providers which are having their subsidy withdrawn are being supported to develop sustainable funding models through access to alternative funding sources and the transition fund.		through the school achievement team, and is also brokering closer working relationships between mainstream and supplementary schools.
h) Reduced subsidy for the after school service of £582,000	Savings/subsidy reduction	No equality impacts or disproportionate impacts have been identified. This proposal is the second phase of a planned transfer agreed in 2011-12. First-phase services are now being provided by schools more efficiently and are of better quality, with many of the staff transferring to the host schools. Potential impacts, such as on low-income families, will continue to be monitored closely as the second phase is implemented to ensure that these families are able to access quality local provision.	Consultation and discussion with schools	School improvement team provides support and challenge to schools in providing a rich and varied opportunities to all pupils.
i) Consolidate childcare provision for children in need at authority-run early years provision in order to save £300,000 in 2012-13	Savings	Full equality impact assessment to be conducted; the proposal anticipates that no parent of a child currently at any provision will be affected as the consolidation will be phased and all children can continue attending their provision until they reach the age of admission into school.	Planned consultations with parents, staff and key stakeholders, including members	The recent childcare sufficiency review found no borough-wide sufficiency issues. In addition, market testing suggests private, voluntary and independent providers' fees are consistent with authority provision.

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j) Savings of £300,000 in 2012-13 by joining up transport procurement across the council	Savings	No equality impact or disproportionate effect identified. The impact of revising travel assistance policies is being closely monitored to ensure no adverse impacts arising from changes to thresholds.	Widespread consultation with stakeholders including families, members and providers during the revision to travel assistance policies	The impact on families and providers has been minimised by improving value for money through renegotiating contracts and services, and this will be the focus in 2012-13 through a retendering of the service. The new policy also offers a wider range of support, such as the introduction of independent travel training.
k) Savings of £200,000 in 2012-13 through more efficient use of Orient Street respite care unit	Savings	Full assessment to be undertaken but no adverse effects anticipated as proposal seeks to improve unit rates and occupancy levels to enable the service to be placed on a sustainable footing.	Consultation with stakeholders including staff, families, providers and young people during development of authority's short breaks services statement	The proposal also reflects changing statutory duties on local authorities, in particular in providing short breaks which include preventative provision and to provide personal budgets from 2014. This should result in families have more choice and control in their support.
l) Redesign Integrated Child Support Services to achieve savings of £500,000 over 2011-13	Savings/service transformation	This proposal is at initial stages and a full assessment has not yet been completed. The proposal will focus on achieving savings through rebuilding the service in order to reduce management costs, eliminate duplication and integrate provision to develop an improved, streamlined service. A full EqIA will be carried out as part of this process.	Planned consultations with all key stakeholders	Changing national expectations, particularly around developing early help services, require a transformational response from services to ensure that they are focused more clearly around the child and family experience and the impact of services on outcomes.
m) Savings of £700,000 through the reconfiguration of careers advice services	Savings/service reduction	Full assessment not yet complete although initial analysis anticipates no equality impacts. The impact on staff will be closely monitored through HR processes.. The reduction reflects a change in statutory responsibility transferring from local authorities to schools in September, and the local	i) Planned consultation with all key stakeholders ii) HR processes	The education division will continue to support and encourage schools in fulfilling their statutory responsibilities.

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		authority will continue to provide a targeted service for more vulnerable young people.		