

Bristol City Council Equality Impact Relevance Check



This tool will identify the equalities relevance of a proposal, and establish whether a full Equality Impact Assessment will be required. Please read the guidance prior to completing this relevance check.

| What is the proposal? | |
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| Name of proposal | Whole system transformation of children's services |
| Please outline the proposal. | <p>Develop and deliver a single system-wide transformation programme for children's social care in Bristol that brings together a number of projects to improve outcomes for children, young people and families and puts us on a sustainable financial footing.</p> <p>We will achieve this by focusing on three areas:</p> <p>Demand – reducing the level of need and the number of children, young people and families that need our support.</p> <p>Supply – improving how we organise our resources in order to respond more effectively to children and families.</p> <p>Workforce – improve how we organise and support our staff to deliver the most effective and timely response to families.</p> <p>We will also work with partners to integrate our localities, providing a seamless child and family-led community based service. We will develop integrated locality management systems including IT systems and processes.</p> <p>The proposals include a refresh of the area unit social work model and the introduction of mobile technology for staff. We will develop an edge of care and custody team to work with families, where family breakdown is a possibility, to support the family to stay together and reduce the number of adolescent entering care. We will develop a family reunification team to support children who can safely return to their parent or</p> |

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| | extended family member's care. We will also commission a service to provide supervised contact for children in care, freeing up our family support workers to spend more time working directly with children and families. |
| What savings will this proposal achieve? | Over a four year period the savings will achieve £5.913m |
| Name of Lead Officer | Jacqui Jensen |

Could your proposal impact citizens with protected characteristics?

(This includes service users and the wider community)

Please outline where there may be significant opportunities or positive impacts, and for whom.

The Strengthening Families programme spans across all areas of children's social care and, therefore, could impact any individual who uses these services or might use them in the future (as well as their family members/carers). The demographics of children and families accessing social care services means that they are likely to display one or more protected characteristics.

Opportunities created through the programme will help more children get the right response, the right assessment and the right help at the right time by generating conditions for children to remain within their family of origin. These children may be from all groups with protected characteristics. In addition, there will be opportunities for all families who need support to prevent harm to their children to receive that support promptly within their communities. Children who are in care will receive dedicated support so they can remain in contact with their parents and siblings.

As part of the commissioning work, the programme will focus on maximising the provider and placement market to ensure there is sufficient capacity in the local market to meet Bristol's placements needs for children. Ensure our providers are sustainable, safe and responsive and close to Bristol, and that prices are stable and understood. The programme will also focus on improving partnership working by having integrated management, systems and processes in each locality providing a seamless child and family centred response.

Please outline where there may be significant negative impacts, and for whom.

The proposals being developed will not result in any significant negative impacts on citizens with protected characteristics as they are focussed on improving outcomes for all. However, the potential for any negative impacts will need to be considered in each individual project so appropriate mitigations can be put in place.

Could your proposal impact staff with protected characteristics?

(i.e. reduction in posts, changes to working hours or locations, changes in pay)

Please outline where there may be significant opportunities or positive impacts, and for whom. There are no negative impacts on any staff from this proposal. The proposal allows for new posts in Children's Services.

Different staff groups will be affected by different strands of the programme and there will be some staff with protected characteristics among the workforce. The 'Workforce' strand of the programme should provide positive benefits to staff – the rollout of mobile technology will offer increased flexibility over where staff can complete their work and reduce travel time across the city. If team members are displaced as part of the proposals to refresh the area unit model for social work teams, the council's 'Management of Change' process will apply, and consultation will take place with affected staff affected and Trade Unions.

Please outline where there may be negative impacts, and for whom.

There will be changes to working practices introduced as part of the programme, which some staff could find challenging (at least in the short term). For example, some staff may take time to adjust to the introduction of new technology and flexible working. In addition, the specific proposal to refresh the area unit model for social work teams involves a Managing Change exercise and the expectation is that this will involve changes to a small number of roles.

Is a full Equality Impact Assessment required?

Does the proposal have the potential to impact on people with protected characteristics in the following ways:

- access to or participation in a service,
- levels of representation in our workforce, or
- reducing quality of life (i.e. health, education, standard of living) ?

Please indicate yes or no. If the answer is yes then a full impact assessment must be carried out. If the answer is no, please provide a justification.

No – full EqlAs will be completed for individual projects within the Strengthening Families programme rather than at an overarching programme level, as this will allow the assessments to be focused on the specific changes being made, the groups impacted and mitigations identified.

The programme is committed to maintaining quality services, improving outcomes and ensuring that children and families get the right response, the right assessment and the right help at the right time.

Service Director sign-off and date:



6 December 2017

Equalities Officer sign-off and date:

Simon Nelson
20th December 2017

