

WANDSWORTH BOROUGH COUNCIL

EDUCATION AND CHILDREN'S SERVICES
OVERVIEW AND SCRUTINY COMMITTEE
- 24TH NOVEMBER 2014

GENERAL PURPOSES COMMITTEE – 26TH NOVEMBER 2014

EXECUTIVE – 1ST DECEMBER 2014

Report by the Director of Education and Social Services on proposed service changes within the Special Needs, Disability and Psychology Service

SUMMARY

Reviews have been undertaken in a number of areas within the Special Needs, Disability and Psychology Service in relation to meeting demand, enhancing models of service delivery, improving operational efficiency and giving schools greater choice in determining which services they wish to use.

It is proposed to bring the Wandsworth Family Link short break fostering service into the Disabled Children's Social Work Team to align better the support available to families from the different social work staff in those teams and to make the service's overall capacity more flexible.

It is also proposed to increase the targets for trading at Oakdene short break / long stay residential unit for children with disabilities and within the Schools and Community Psychology Service to optimise use of the Centre.

The third proposal is to work with all schools to ensure equity of access to Tier 2 support and specifically those schools which currently receive part funding of Tier 2 / targeted mental health interventions so that those costs are met by the schools themselves and the schools can choose which providers they use.

The Director of Finance comments that, if approved, negative General Fund revenue budget variations of £367,500 in 2015/16 and £465,000 in 2016/17 and a full year (equivalent to a reduction in Band D council tax of £3.97) will be required. Any redundancy costs resulting from the deletion of the Family Link post will be met from existing budgets within the service department in the first instance. In the event of departmental budgets being overspent, the costs would be met from the Service Transformation Reserve.

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List of Appendices:

Appendix 1 – Establishment changes and budget reductions
Appendix 2 – EIA for the staffing changes
Appendix 3 – EIA for the Wandsworth Family Link Changes
Appendix 4 – EIA for Oakdene trading
Appendix 5 – EIA Schools and Community Psychology Service

GLOSSARY

CAMHS	Child and Adolescent Mental Health Service
DCT	Disabled Children's Team
DfE	Department for Education
FTE	Full time equivalent
SCPS	Schools and Community Psychology Service
SNDPS	Special Needs Disability and Psychology Service
Tier 2	Targeted (mental health) support for vulnerable children
WFLS	Wandsworth Family Link Scheme

RECOMMENDATIONS

1. The Education and Children's Services Overview and Scrutiny Committee are recommended to support the recommendations in paragraph 3 below
2. If the Overview and Scrutiny Committee approve any views, comments or recommendations on the report, these will be submitted to the Executive/ General Purposes Committee for their consideration.
3. The Executive is recommended to support the proposals to:
 - a. re-structure the Special Needs, Disability and Psychology service by incorporating the Wandsworth Family Link scheme into the Disabled Children's Social Work Team;
 - b. increase the trading of the Schools & Community Psychology Service and the Oakdene residential service for children with disabilities;
 - c. give schools greater responsibility for the choice of providers of tier 2 targeted mental health services and reduce the Council's contribution to a selected group of schools; and
 - d. agree negative General Fund revenue budget variations of £367,500 in 2015/16 and £465,000 in 2016/17 and a full year.

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4. The General Purposes Committee is recommended to approve the deletion of one full-time equivalent (FTE) social work post in Wandsworth Family Link from October 2015.

INTRODUCTION

5. The Special Needs, Disability and Psychology Service (SNDPS) has reviewed several aspects of service provision in relation to levels of demand and use of resources in order to improve service delivery and operational efficiency.

Service re-organisation:

6. The Wandsworth Family Link Scheme (WFLS) which offers a short break fostering provision to service users one weekend per month is currently managed with other residential services for children with special needs and disabilities at the Oakdene centre. The scheme is staffed with two FTE social workers. Following a dip in the number of carers available to provide short breaks in 2010/11, the service has been able to attract more carers and currently has 18 approved carers (including four couples). Two carers are recently approved and are awaiting their first link child and some carers support more than one child. At the moment 15 children are supported by the scheme.
7. Each carer in the scheme has an Annual Household Review and the feedback from service users, their parents and the carers who provide the short breaks underlines the importance of the support that the families receive from the service. As the service works with children with special needs and disabilities both the carers and staff members appreciate the support they receive from being part of SNDPS. However the service is at a distance from the referring social care teams and increasingly needs to be more closely aligned with those teams.
8. The proposal is therefore to bring the Family Link Scheme into the line management of the Disabled Children's Social Work Team, (DCT). Although the role of the WFL social workers is not identical to the social worker roles in DCT, the scheme will benefit from being more closely linked with another social work team including having more access to administrative and social care officer support. The longstanding caseload levels indicate that by doing this the team would require one FTE social worker to run the scheme. This will lead to a reduction of one FTE post. The DCT is currently going through a period of transition owing to a number staffing changes including the retirement of the current manager and the need to recruit to this vacancy. The proposal is therefore that the transition would take place in October 2015.

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Increasing trading

9. Oakdene has been trading for the past two years and now has an annual service level agreement with other councils as well as operating spot purchasing arrangements. The unit has undertaken consultation with service users recently on making changes to the care rota in order to develop a more graduated support offer. Families of younger children often find the offer of 48 nights per year too much; however, where young people have complex and challenging behaviour there can be a need for higher level packages of support for some and currently the provision does not have this flexibility. There is consensus that most families welcome weekend breaks and like to have access to a longer break in the summer holidays.
10. The team has developed a clearer offer for commissioners from other local authorities and therefore it is realistic to increase the trading target for the service by £150,000. In terms of the impact for Wandsworth children and young people, the unit will be able to offer short break places to 45 to 50 young people in a year and four long stay places at any one time. In order to achieve the income target the unit would need other LAs to purchase the equivalent of six short break places or one long stay place and two short break places. The usage of the long stay places has been stable over several years but since January 2014 the occupancy has been at 75%, because of two young people moving onto adulthood and only one young person moving into the unit. Although there is a risk that enabling another LA to purchase this provision would reduce the Council's flexibility to place a Wandsworth child looked after, owing to the ages of current residents, the unit is planning for further onward moves in 2015 and 2016.
11. The Schools and Community Psychology Service (SCPS) has been trading very successfully now for over two years. Schools have responded positively to the services they have been able to purchase and the service generated a surplus in 2013/14. The proposal is to extend trading further in 2015/16 and to increase the income target by £100,000. There is a risk that schools may decide to purchase support from other non-Wandsworth services. However this has not been the case since the introduction of trading and SCPS has continued to develop relationships with local schools to underpin their understanding of the services available and how the flexibility of trading can support their particular needs.

Tier 2 / targeted mental health services

12. Increasingly with the changing school context in the Borough, the expectation is that schools will choose and commission those additional services which they require rather than relying on central provision and/or funding from the Council. Currently 11 schools in the Borough use the

Place2Be scheme, a service which the Council originally pump-primed to promote its take-up in schools. This is now funded by the participating schools, the Clinical Commissioning Group (CCG), the Council and via Place2Be's own fund raising. Other schools commission Marlborough Family Groups the cost of which is met predominantly by participating schools with a small contribution from the Council. The SCPS has played a role in maintaining and supporting these programmes, however other schools commission Tier 2/ targeted mental health services entirely independently as they believe they are either more cost-effective or more flexible. Although the Council's funding support is focused on some of the needier schools in the Borough, there are other schools with high proportions of pupils eligible for free school meals which do not benefit.

13. The proposal is to work with schools on ensuring that they can continue to offer an appropriate level of support for children's mental health and wellbeing but that this is met through schools' resources. Existing programmes would be funded until the end of the 2014/15 academic year but from that point schools would be responsible for funding any ongoing services. This would be an appropriate use, for example, of the significant amounts of Pupil Premium funding that schools now receive to support their more vulnerable children. This would result in a negative budget variation of £70,000 in 2015/16 and a further £50,000 in 2016/17.

CONSULTATION

14. The Staff Side have been consulted on this report and any comments received from them on the staffing aspects of this report will be reported to the Education and Children's Services Overview and Scrutiny Committee.

EQUALITY IMPACT ASSESSMENT

15. As part of the planning for the reorganisations detailed in this committee report, quality Impact Assessments (EIA) have been undertaken to ensure that the changes proposed are not to the detriment of any group of staff who share a protected characteristic under the Equality Act 2010. The findings of these assessments are attached as appendices 2-5.
16. The Staffing EIA in Appendix 2 found that the changes proposed to the Family Link Service will have a disproportionately detrimental impact on a protected group of staff. The reason for this is that the Wandsworth Family Link Scheme is a small service and both workers are from Black and Minority Ethnic (BME) groups. The proposed action to minimise the impact are to work closely with the staff team on the selection process and potential re-deployment opportunities.

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17. The EIAs set out in Appendices 3-5 found that the changes proposed in this report will potentially have an impact on disabled, young and BME groups; however the support they receive should not reduce significantly.
 - a. There should be no service reduction in the Wandsworth Family Link Scheme.
 - b. At Oakdene / Chestnut, the proposals are mitigated by changes to the rota for short break care which will lead to a more flexible offer of provision and, should there be pressure for a long stay bed, a suitable alternative would be sought for any child affected.
 - c. In terms of the service available from the SCPS, the EPs will work closely with schools on planning the use of resources and considering those areas of service which would be a priority for commissioning.

COMMENTS OF THE DIRECTOR OF FINANCE

18. If approved, negative General Fund revenue budget variations of £367,500 in 2015/16 and £465,000 in 2016/17 and a full year (equivalent to a reduction in Band D council tax of £3.97) will be required. Any redundancy costs resulting from the deletion of the Family Link post will be met from existing budgets within the service department in the first instance. In the event of departmental budgets being overspent, the costs would be met from the Service Transformation Reserve.
19. The risks associated with increasing income budgets will need to be managed by the service, as will the planned reduction in available Oakdene long stay places. The Council's current mental health contract with Place2Be is due to expire at the end of August 2015, after which time schools will be responsible for funding ongoing services themselves. The Pupil Premium grant from the Department for Education (DfE) would be the most likely source of this funding and totals £9.14m in 2014/15.

COMMENTS OF THE HEAD OF HUMAN RESOURCES

20. The Head of Human Resources comments that the proposed changes would result in the deletion of 1 full-time equivalent (FTE) social work post in Wandsworth Family Link from October 2015. The appropriate staff consultation and communication has taken place in accordance with the Council's Code of Practice for Managing Staffing Reorganisations.

CONCLUSION

21. This report proposes a number of service changes which will provide an effective way of maintaining and enhancing core services for children and young people and ensuring services continue to operate efficiently.

The Town Hall,
Wandsworth,
SW18 2PU.

DAWN WARWICK
Director of Education and Social Services

14th November 2014

Background papers

There are no background papers to this report.

All reports to Overview and Scrutiny Committees, regulatory and other committees, the Executive and the full Council can be viewed on the Council's website (www.wandsworth.gov.uk/moderngov) unless the report was published before May 2001, in which case the committee secretary can supply it if required.

Establishment changes

Post title	FTE	Post number	Vac or Occ	Post type	Effective date of deletion
Social Worker	1	1 of either SR100 or SR 103	Occupied	P	30.09.14

Budget changes from 2015/16

Proposed service change	Service area affected	2015/16 £	2016/17 £
Restructure staffing of Wandsworth Family Link Scheme	Wandsworth Family Link	47,500	95,000
Increase trading target	Oakdene	150,000	150,000
Increase trading target	Schools and Community Psychology Service	100,000	100,000
Cease funding tier 2 mental health interventions in schools	Schools and Community Psychology Service	70,000	120,000
Total			465,000

APPENDIX 2 – EQUALITY IMPACT ASSESSMENT (STAFFING)

Name of service/s affected	Special Needs, Disability and Psychology: Wandsworth Family Link Scheme		
Staffing changes proposed	The proposal includes: deletion of 1 full time equivalent social work post from this small team of 2 workers and restructuring so that the remaining social worker would continue the same activity but work as part of the Disabled Children's Social Work Team		
No.	Question	Yes/No	Comments
1.	Is there a particularly high number of any of group of staff affected by the change, according to the following categories:		
	<ul style="list-style-type: none"> Ethnicity 	Yes	47% of staff in the SNDP service are BME whereas 100% of the staff affected by the proposal are BME.
	<ul style="list-style-type: none"> Gender 	Yes	82% of staff in the SNDP service are female whereas 100% of the staff affected by the proposal are female.
	<ul style="list-style-type: none"> Age 		The staff affected by the proposals are in the age range 50-59. The breakdown of age range is as follows: 20-29 19% 30-39 25% 40-49 19% 50-59 27% 60+ 10%
	<ul style="list-style-type: none"> Disability 		Neither staff member has disclosed a disability
	<ul style="list-style-type: none"> Religion or belief 	Information not held	
	<ul style="list-style-type: none"> Sexual orientation 	Information not held	
2.	What is the less favourable effect?		A post will be deleted and this will have an impact on one female BME social worker. Steps will be taken to redeploy the worker

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			who is affected. .
3.	If you have identified potential discrimination or less favourable treatment, are there valid, legal and/or justifiable explanations for this?		The scheme only has 2 workers and whilst the change makes best use of the staffing resources for the service need and ensures better support for the remaining worker will be in place, the change does involve the loss of a post currently held by a female BME worker.
4.	What alternative options have been considered to minimise the impact on these groups of staff (eg alternatives to compulsory redundancy such as reduced hours, voluntary redundancy etc)?		Alternatives such as voluntary redundancy will be considered with staff through consultation. Staff will be supported by their manager and HR throughout the process.
5.	Do any selection criteria being used ensure equality for all groups?		Should neither staff member wish to consider voluntary redundancy there will be a fair and objective process for selection after consultation / agreement with Staff Side.
6.	What assistance is being provided to ensure all staff are equipped for the selection process (eg interviewee techniques training)		Staff will be supported by their manager and HR throughout the process. For example group or individual training on interview skills etc. will be provided as appropriate.
7.	Can we reduce the impact by taking different action?		The proposals will be subject to detailed consultation with staff & Staff side.

Appendix 3 – Wandsworth Family Link

Initial Equality Impact Assessment – Service Change

Department	Education and Social Services
Service	Wandsworth Family Link Scheme
People involved	Carol Payne, Head of Special Needs, Disability and Psychology Clare O'Connor, Deputy Head of Policy

1. What are the aims of the service and what changes are being proposed?

The service provides a short break fostering service to children with disabilities and their families. The two social workers who run the scheme recruit, assess, train, support and review short break foster carers who provide on average a one weekend per month stay in their home for children who are linked with the service. The service is currently based at Oakdene, but the proposal is to re-organise the service so that it comes under the management of the Disabled Children's Social Work Team. The proposal is to reduce the number of social workers running the service by one full time equivalent post.

2. What is the rationale behind these changes?

The service is located at a distance from the other social work teams which refer service users and having reviewed the management capacity at Oakdene residential unit from where the service has historically been managed it would be more appropriate for the service to be embedded within another social work team. The proposal to move the service to the Disabled Children's Social Work team is because it would benefit from access to administrative and social care officer support but the focus on supporting families with disabled children would continue.

3. What information do you have on the service and the potential impact of your service change in relation to the following?

	List information you have. Information includes number of people supported by the service, customer satisfaction, feedback on service, results of consultation
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Race	Service users		Foster carers	
	White British 13%		White British 33%	
	Black British / African / Caribbean 47%		Black British / African / Caribbean 55%	
	Mixed heritage 40%		Asian 12%	
Gender	Service users		Foster carers	
	Female 33%		Female 100%	
	Male 67%		Though a number have male support carers	
Disability	The children and young people present with a range of disabilities including Autistic Spectrum Disorder, learning difficulties and physical disabilities. Some have specific health needs. Carers receive specific training in order to enable them to meet the service users’ particular needs.			
Age	Service users		Foster carers	
	0-5	13%	20-29	11%
	6-10	20%	30-39	0
	11-15	54%	40-49	33%
	16+	13%	50-59	45%
			60-69	11%
Faith	Annual household reviews of the carers and the links indicate how carers are able to support service users in relation to practising their faith			
Sexual Orientation	Information would be gathered as part of link foster carer assessment			

4. Thinking about each group below please list the impact that the service change will have.

	<u>Positive</u> impacts of service change	Possible <u>negative</u> impacts of service change
Disability	The service currently supports 15 disabled children. However, the proposal is not to reduce the service but to restructure the management. As such capacity should not drop	There is a risk that link foster carers might consider that they have less access to a supervising social worker. However the caseload size is not considered excessive. In addition in order to mitigate the

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	<p>below current levels or levels seen in the past 5 years. Current and future service users should therefore not be affected by the changes.</p> <p>To have the scheme as part of the Disabled Children's Social Work team should improve communication regarding referrals and reviews. The service will also be closer to the Children in Need / Children Looked After teams which also make referrals / support children accessing the service</p>	<p>slight increase, the social worker will have access to administrative and social care officer support which is not available now.</p> <p>Service users and their families maybe be concerned when they hear of the changes. In order to mitigate against this the changes will clearly be communicated by meeting with carers to discuss the implications and ensuring there are solutions for maintaining good communication.</p>
Race	<p>Capacity should not drop below current levels or levels seen in the past 5 years. Current and future service users should therefore not be affected by the changes</p>	<p>87% of current service users are BME. This is above the borough average. Therefore the changes will impact more on BME services users, however it is important to note that the proposal is not to reduce the service but to restructure the management. As such capacity should not drop below current levels or levels seen in the past 5 years. Current and future service users should therefore not be affected by the changes.</p> <p>There is a risk that link foster carers might consider that they have less access to a supervising social worker. However the caseload size is not considered excessive. In addition in order to mitigate this the social worker will have access to administrative and social care officer support which is not available now.</p> <p>Service users and their families maybe be concerned when they hear of the</p>

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		<p>changes. In order to mitigate against this the changes will clearly be communicated by meeting with carers to discuss the implications and ensuring there are solutions for maintaining good communication.</p>
Gender	<p>Capacity should not drop below current levels or levels seen in the past 5 years. Current and future service users should therefore not be affected by the changes.</p>	<p>67% of service users are male which reflects the expectation that there would be a higher proportion of young males with particular types of disability (especially Autistic Spectrum Disorder). Therefore the changes will impact more on male services users, however it is important to note that the proposal is not to reduce the service but to restructure the management. As such capacity should not drop below current levels or levels seen in the past 5 years. Current and future service users should therefore not be affected by the changes.</p> <p>There is a risk that link foster carers might consider that they have less access to a supervising social worker. However the caseload size is not considered excessive. In addition in order to mitigate this the social worker will have access to administrative and social care officer support which is not available now.</p> <p>Service users and their families maybe be concerned when they hear of the changes. In order to mitigate against this the changes will clearly be communicated by meeting with carers to discuss</p>

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		the implications and ensuring there are solutions for maintaining good communication.
Age	The service is for young people. Therefore the impact will be more on this age group, however it is important to note that the proposal is not to reduce the service but to restructure the management. As such capacity should not drop below current levels or levels seen in the past 5 years. Current and future service users should therefore not be affected by the changes	<p>There is a risk that link foster carers might consider that they have less access to a supervising social worker. However the caseload size is not considered excessive. In addition in order to mitigate this the social worker will have access to administrative and social care officer support which is not available now.</p> <p>Service users and their families maybe be concerned when they hear of the changes. In order to mitigate against this the changes will clearly be communicated by meeting with carers to discuss the implications and ensuring there are solutions for maintaining good communication.</p>
Faith	The faith of young people supported is not recorded on the current case management system, however the changes will not impact on the service's aim to ensure carers are able to support service users in relation to practising their faith	<p>There is a risk that link foster carers might consider that they have less access to a supervising social worker. However the caseload size is not considered excessive. In addition in order to mitigate this the social worker will have access to administrative and social care officer support which is not available now.</p> <p>Service users and their families maybe be concerned when they hear of the changes. In order to mitigate against this the changes will clearly be communicated by meeting with carers to discuss the implications and ensuring</p>

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		there are solutions for maintaining good communication.
Sexual Orientation	This data is not routinely captured, but the social workers take all protected characteristics into account when matching young people with carers. All carers are aware of the requirements of the Equality Act. This will not be impacted by the proposed changes	<p>There is a risk that link foster carers might consider that they have less access to a supervising social worker. However the caseload size is not considered excessive. In addition in order to mitigate this the social worker will have access to administrative and social care officer support which is not available now.</p> <p>Service users and their families maybe be concerned when they hear of the changes. In order to mitigate against this the changes will clearly be communicated by meeting with carers to discuss the implications and ensuring there are solutions for maintaining good communication.</p>

5. Is a full EIA required? No

The following questions should help you decide if a full EIA is required. As a guide if you are a frontline service where the impact is unclear or negative you will need to conduct a full EIA. You are unsure call Clare O'Connor on ext 7816.

- Is it a frontline service? Yes
- Is it clear what impact the service change will have on all the equality groups? Yes.
- Overall will the change have a negative impact on any of the equality groups? No.

Comments - Please give the rationale here for not undertaking a full EIA

The proposal is to make the change part way through 2015-16 so there will be time to plan an effective transition for the worker and to ensure the work of the service continues minimising any disruption to existing service users and link carers. Current service should not be reduced and therefore current and future service users will be impacted by the change.

6. Through the initial EIA have you identified any actions that needed to be implemented to improve access or monitoring of the service? (please list)

To ensure there is a robust transition plan for changing the management arrangements

The changes will clearly be communicated by meeting with carers to discuss the implications and ensuring there are solutions for maintaining good communication

Signed: Carol Payne

Date: 17.10.14

Approved by: Clare O'Connor

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Appendix 4 – Oakdene / Chestnut

Initial Equality Impact Assessment – Service Change

Department	Education and Social Services
Service	Oakdene
People involved	Carol Payne, Head of Special Needs, Disability and Psychology Clare O'Connor, Deputy Head of Policy

1. What are the aims of the service and what changes are being proposed?

The service consists of a four bedded long stay unit for children with severe / profound disabilities who are looked after by the council and nine bedded respite unit providing overnight short breaks on a rota basis for up to 50 children and young people with special needs and disabilities. The proposal is to increase the trading target for the service and to enable other local authorities to commission a long stay bed as well as short breaks provision as they are able to now.

2. What is the rationale behind these changes?

The aim is optimise the use of the centre by increasing the trading and to generate income through other councils commissioning packages of care from the service.

3. What information do you have on the service and the potential impact of your service change in relation to the following?

	List information you have. Information includes number of people supported by the service, customer satisfaction, feedback on service, results of consultation
Race	In 2013-14 the ethnicity breakdown for the unit was as follows: White British 28% Asian / Asian British 24% Black / Black Caribbean 11% Black / Black African 22%

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	Any other white background 2% Chinese 4% Mixed 9%
Gender	The gender breakdown in 2013-14 was Male 80% Female 20%
Disability	All the service users have disabilities including learning difficulties, autistic spectrum disorder, physical disability and some have complex medical needs. Currently 76% would be regarded as having severe needs and 24% as having high dependency needs
Age	5-11 39% 12-14 37% 15-17 24%
Faith	Information about faith is not routinely monitored but is used as part of care planning to ensure the unit can respond appropriately to children / young people's needs whilst they stay at Oakdene / Chestnut
Sexual Orientation	Not available

4. Thinking about each group below please list the impact that the service change will have.

	<u>Positive</u> impacts of service change	Possible <u>negative</u> impacts of service change
Disability	As part of preparation for increasing trading there has been a review of the rotas with a view to introducing greater flexibility in the short breaks packages on offer. There has been consultation with parents / carers and a new rota will be trialled from January which will enable service users to access a weekend break every 5 weeks rather than every 6 weeks. The changes should have positive impacts for all	The service currently supports 50 disabled children. 47 of these are Wandsworth residents. Currently one long stay bed is vacant – giving a vacancy rate of 25%. The vacancy rate within the short stay unit can be as much as 15%, but this is not static because when there are vacancies the unit is used flexibly. Although the modelling for the number of beds which will be

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	<p>service users</p> <p>Comments on the proposed new rota pattern included:</p> <p>“can’t believe you are being so flexible”</p> <p>“this will make me so much happier”</p>	<p>offered to other authorities is based on the known turnover, planning for young people who will be moving on over the next two years and vacancy rate there is a risk that should a long stay bed be commissioned by another council that the Council would not be able to place a Wandsworth child looked after there. If this were the case Wandsworth would do explore all appropriate alternatives (fostering / commissioning an alternative residential provision) to ensure the young person had access to appropriate care.</p> <p>There is also a risk of not being able to meet local demand for short break services, however this should be mitigated by the greater flexibility of the offer.</p> <p>In response to the consultation on new rotas one parent commented that the weekend allocation did not work well for them and this has been reviewed by the staff team</p>
Race	<p>The aim is to continue to provide a flexible overnight short break offer to those children and young people who need it regardless of their ethnic background</p>	<p>72% of current service users are BME. This is above the borough average. Therefore the changes may impact more on BME services users if it is not possible to meet local demand immediately owing to fulfilling commissions from another local authority. However by changing the care rota the aim is to be able to offer more flexible packages of support personalised to the age and stage of development</p>

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		of the child so where younger children might not have taken up a full package of support on the old rota this capacity can be used more effectively.
Gender	The aim is to continue to provide a flexible overnight short break offer to those children and young people who need it regardless of their gender	<p>80% of service users are male which reflects the expectation that there would be a higher proportion of young males with particular types of disability (especially Autistic Spectrum Disorder). Therefore the changes may impact more on male services users.</p> <p>However by changing the care rota the aim is to be able to offer more flexible packages of support personalised to the age and stage of development of the child so where younger children might not have taken up a full package of support on the old rota this capacity can be used more effectively.</p>
Faith	The changes will not impact on the service's aim to ensure young people accessing the service are supported in relation to practising their faith	
Sexual Orientation	This data is not routinely captured, but the Centre takes all protected characteristics into account when supporting young people. This will not be impacted by the proposed changes	
Age	<p>The aim is to continue to provide a flexible overnight short break offer to those children and young people who need it.</p> <p>The unit has undertaken</p>	This is a service for young people. Therefore the changes may impact more on young people if it is not possible to meet local demand immediately owing to fulfilling

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	consultation with service users recently on making changes to the care rota in order to develop a more graduated support offer. Families of younger children often find the offer of 48 nights per year too much; however, where young people have complex and challenging behaviour there can be a need for higher level packages of support for some and currently the provision does not have this flexibility.	commissions from another local authority. However by changing the care rota the aim is to be able to offer more flexible packages of support personalised to the age and stage of development of the child so where younger children might not have taken up a full package of support on the old rota this capacity can be used more effectively.
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5. Is a full EIA required? No

The following questions should help you decide if a full EIA is required. As a guide if you are a frontline service where the impact is unclear or negative you will need to conduct a full EIA. You are unsure call Clare O'Connor on ext 7816.

- Is it a frontline service? Yes
- Is it clear what impact the service change will have on all the equality groups? Yes.
- Overall will the change have a negative impact on any of the equality groups? No.

Comments - Please give the rationale here for not undertaking a full EIA

The proposal has an equal impact on the range of service users and the benefits outweigh the disadvantages in terms of delivering a more flexible service to Wandsworth residents as well as generating income that makes the service more sustainable long term.

6. Through the initial EIA have you identified any actions that needed to be implemented to improve access or monitoring of the service? (please list)

To ensure there is clear evaluation of the rota changes which will come into place in January for the short break service users.

Should a long stay bed be commissioned by another Local Authority and then a need for such a place arise for a Wandsworth Child Looked After the service will consider all appropriate alternative options for long term placement eg

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fostering / commissioning a residential placement to ensure the child / young person can access a suitable placement whilst making most effective use of resources

Signed: Carol Payne

Date: 12.11.14

Approved by: Clare O'Connor

Appendix 5 – Schools and Community Psychology Service (SCPS)

Initial Equality Impact Assessment – Service Change

Department	Education and Social Services
Service	Schools and Community Psychology Service
People involved	Carol Payne, Head of Special Needs, Disability and Psychology Clare O'Connor, Deputy Head of Policy

1. What are the aims of the service and what changes are being proposed?

The Schools and Community Psychology Service (SCPS) provides a comprehensive applied psychological service for children and young people from 0-19, and works closely with parents and professionals to achieve positive and enduring psychological outcomes in all areas of their lives. Some aspects of the service are statutory and provided through Council funding, other aspects of the service can be commissioned directly by schools. The proposal is to extend trading further in 2015-16 and increase the income target by £100,000.

SCPS also manages the Council's resources which support targeted interventions (Tier 2) for children and young people with mental health needs in the Borough. The proposal is to work with schools on ensuring that they can continue to offer an appropriate level of support for children's mental health and wellbeing but that this is met through schools' resources. Existing programmes would be funded until the end of the 2014/15 academic year but from that point schools would be responsible for funding any ongoing services. This would be an appropriate use, for example, of the significant amounts of Pupil Premium funding that schools now receive to support their more vulnerable children.

2. What is the rationale behind these changes?

The aim of the changes is to optimise the use of resources in the SCPS. The service has been trading successfully for two years and the aim is to build on this by extending the traded element of the service.

The rationale behind working with schools to ensure that they can offer appropriate support to meet children's mental health needs is that many schools have been commissioning services independently and to continue to support a small group of schools to provide this support is no longer

appropriate.

3. What information do you have on the service and the potential impact of your service change in relation to the following?

	<p>List information you have.</p> <p>Information includes number of people supported by the service, customer satisfaction, feedback on service, results of consultation</p>
Race	<p>SCPS has monitored the ethnicity of children for whom a consultation request has been made. The ethnicity profile is quite closely aligned to the borough's maintained school population profile though this differs significantly from the ethnicity profile of the borough's population as a whole. The profile in the last five years has been as below</p> <p>White British / European 40%</p> <p>Black Caribbean / African 30%</p> <p>Asian all groups 10%</p> <p>Mixed heritage 10%</p> <p>Other 5% and unknown 5%</p> <p>In terms of ethnicity information in relation to children accessing support for their mental health and wellbeing at tier 2 – these services are provided by other organisations and the data is not available</p>
Gender	<p>The profile of children / young people for whom an SCPS consultation has been requested is as follows</p> <p>Male 70%</p> <p>Female 30%</p> <p>This remains relatively stable year on year and reflects what would be expected in relation to the incidence of special educational needs for boys and girls</p> <p>In terms of gender information in relation to children accessing support for their mental health and wellbeing at tier 2 – these services are provided by other organisations and the data is not available</p>

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Disability	<p>SCPS monitors the types of need children present with</p> <p>General Learning difficulty 36%</p> <p>Social Emotional Behavioural Difficulties 25%</p> <p>Social and Communication difficulties 28%</p> <p>Speech and Language Difficulties 3.6%</p> <p>Specific Learning Difficulties 0.4%</p> <p>Physical 4%</p> <p>Sensory 3%</p> <p>In terms of disability information in relation to children accessing support for their mental health and wellbeing at tier 2 – these services are provided by other organisations and the data is not available</p>
Age	Age information is not specifically reported on, but service users are young people aged 0-19
Faith	Not available
Sexual Orientation	Not available

4. Thinking about each group below please list the impact that the service change will have.

	<u>Positive</u> impacts of service change	Possible <u>negative</u> impacts of service change
Disability	<p>In considering their needs for Educational Psychology or Mental Health support and intervention schools have the flexibility to commission services to meet the needs that they identify and in some cases that may lead to an increase in support / intervention / consultation for children with disabilities</p> <p>The changes are not anticipated to impact more on any individual group of children with special needs / disability</p>	<p>Schools may not commission some services which might lead to a service reduction. Educational Psychologists (EPs) work closely with schools to plan how their EP time is used, so would continue to do this through their statutory offer so that their expertise can be used to best effect.</p> <p>SCPS can support / advise schools on mental health intervention / support but schools may not commission services at the same level which could lead to a reduction</p>

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		<p>in service. In order to mitigate against any reduction services will be funded at their current level to July 2015 and during this time work would be undertaken with schools to ensure they can continue to offer support. It should be noted the Pupil Premium can be used to support this type of intervention. This would not necessarily disproportionately affect any particular group of children / young people</p>
Race	<p>In considering their needs for Educational Psychology or Mental Health support and intervention schools have the flexibility to commission services to meet the needs that they identify and in some cases that may lead to an increase in support / intervention / consultation for children with disabilities</p> <p>The changes are not anticipated to impact more on any group of children from a particular ethnic background</p>	<p>55% of children / young people who have been referred for consultation with the SCPS are from BME groups. Schools may not commission some services which might lead to a service reduction and any changes might impact more on BME groups. However Educational Psychologists (EPs) work closely with schools to plan how their EP time is used, so would continue to do this through their statutory offer so that their expertise can be used to best effect.</p> <p>SCPS can support / advise schools on mental health intervention / support but schools may not commission services at the same level which could lead to a reduction in service. This would not necessarily disproportionately affect any particular group of children / young people but the ethnic profile of children in local schools does differ significantly from the borough profile</p>

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Gender	<p>In considering their needs for Educational Psychology or Mental Health support and intervention schools have the flexibility to commission services to meet the needs that they identify and in some cases that may lead to an increase in support / intervention / consultation for children with disabilities</p> <p>The changes are not anticipated to impact more on any group of children</p>	<p>70% of children / young people who have been referred for consultation with the SCPS are boys. Schools may not commission some services which might lead to a service reduction and any changes might impact more on boys. However EPs work closely with schools to plan how their EP time is used, so would continue to do this through their statutory offer so that their expertise can be used to best effect.</p> <p>SCPS can support / advise schools on mental health intervention / support but schools may not commission services at the same level which could lead to a reduction in service. This would not necessarily disproportionately affect any particular group of children / young people but the gender profile of children with SEN is such that a higher proportion of boys than girls will present with SEN</p>
Faith	<p>This data is not routinely captured, but the service takes all protected characteristics into account when supporting young people. This will not be impacted by the proposed changes</p>	
Sexual Orientation	<p>This data is not routinely captured, but the service takes all protected characteristics into account when supporting young people. This will not be impacted by the proposed changes</p>	

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Age	<p>In considering their needs for Educational Psychology or Mental Health support and intervention schools have the flexibility to commission services to meet the needs that they identify and in some cases that may lead to an increase in support / intervention / consultation for children with disabilities</p> <p>The changes are not anticipated to impact more on any group of children</p>	<p>This is a service for young people. Schools may not commission some services which might lead to a service reduction. Educational Psychologists (EPs) work closely with schools to plan how their EP time is used, so would continue to do this through their statutory offer so that their expertise can be used to best effect.</p> <p>SCPS can support / advise schools on mental health intervention / support but schools may not commission services at the same level which could lead to a reduction in service. This would not necessarily disproportionately affect any particular group of children / young people</p>
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5. Is a full EIA required? No

The following questions should help you decide if a full EIA is required. As a guide if you are a frontline service where the impact is unclear or negative you will need to conduct a full EIA. You are unsure call Clare O'Connor on ext 7816.

- Is it a frontline service? Yes
- Is it clear what impact the service change will have on all the equality groups? Yes.
- Overall will the change have a negative impact on any of the equality groups? No.

Comments - Please give the rationale here for not undertaking a full EIA

<p>There may be a risk of some service reduction, which could impact more on the groups identified above. However through the proposals schools will be supported to plan and commission effective EP services and to ensure they that they can continue to offer an appropriate level of support for children's mental health and wellbeing but that this is met through schools' resources for instance by using Pupil Premium resources.</p>

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6. Through the initial EIA have you identified any actions that needed to be implemented to improve access or monitoring of the service? (please list)

The SCPS will work with schools through their consultations to ensure they are planning for the services they wish to commission so that their needs can be met in a timely way.

Signed: Carol Payne

Date: 13.11.14

Approved by: Clare O'Connor