

## SSA EQUALITY IMPACT AND NEEDS ANALYSIS

<b>Directorate</b>	<b>Children's Services</b>
<b>Service Area</b>	Special Needs, Disability and Psychology Service
<b>Service/policy/function being assessed</b>	Short Breaks Service for children and young people with disabilities
<b>Which borough (s) does the service/policy apply to</b>	Wandsworth
<b>Staff involved</b>	Head of Special Needs, Disability and Psychology Service Special Services Planning Team
<b>Date approved by Directorate Equality Group (if applicable)</b>	
<b>Date approved by Policy and Review Manager</b> All EINAs must be signed off by the Policy and Review Manager	19.12.2016
<b>Date submitted to Directors' Board</b>	5.1.2017

### SUMMARY

It is proposed to retender a number of the Council's short breaks services for children and young people with disabilities. Overall the proposals are advantageous for children and young people with disabilities, having been based on a consultation with children and young people and their parents/carers. They include arrangements for progression on from services, particularly individual support, which whilst beneficial overall in that it will enable more children and young people to access these services, will mean that a small group of children and young people will be supported to progress to more group-based services over time rather than retaining individual link workers.

#### 1. Background

It is proposed to retender a number of the Council's short breaks services for children and young people with disabilities currently being delivered by Share a Family under a service contract, and Baked Bean and Generate under the small grants programme and a pilot buddy scheme. It is proposed to tender in 2 lots for individual support services and clubs. The contract will include a requirement to develop personalised outcomes for individual children and young people and their families, and will also include over-arching outcomes to encourage greater independence and a move towards more group and community-based and inclusive settings.

The tender documents take account of a consultation with children and young people with disabilities and their families. In particular they include some provision for clubs to extend beyond 19 years to enable young people to maintain their social network as they leave school and develop local links in response to parental concerns about the sudden break in services for young people as they reach adulthood. The documents also take account of the consultation with children and young people about their preferred activities.

## 2. Analysis of need and impact

Protected group	Findings			
<b>Age</b>	Children and young people currently using short breaks services are aged 0 to 19 (with the exception of youth service provision. In 2015/16 a total of 607 children and young people accessed the Council's entire short breaks offer			
<b>Disability</b>	All the children and young people receiving these services are disabled			
<b>Gender (sex)</b>	In 2015-2016 the entire short breaks offer was accessed by 218 females and 383 males. It is to be expected that more males would access the offer because certain disabilities, in particular autistic spectrum disorder affect a higher number of males than females (about 5:1). This means boys will be impacted more than girls.			
<b>Gender reassignment</b>	N/A			
<b>Marriage and civil partnership</b>	N/A			
<b>Pregnancy and maternity</b>	N/A			
<b>Race/ethnicity</b>		Short breaks	%Wandsworth 0-19 population – GLA data	% children with EHCPs/statements
	White	44%	64%	41.7%
	BME	46.9%	36%	54%
	Asian or Asian British	7.4%	12.4%	10.6%
	Black or Black British	23.4%	16.4%	28.6%
	Mixed	12.5%	7.2% mixed and other	10.2%
	Other	3.6%		4.6%
	Unknown	9%	0%	4.3%
	BME groups are over-represented as users of short breaks services in comparison to the general 0 to 19 population, but when compared to the children with Education Health and Care Plans and statements there is closer alignment.			

	This means any changes will impact more on BME young people than white young people.
<b>Religion and belief, including non belief</b>	Not known
<b>Sexual orientation</b>	N/A
<b>Across groups i.e older LGBT service users or bme young men</b>	N/A

#### Data gaps.

<b>Data gap(s)</b>	<b>How will this be addressed?</b>

### 3. Impact

<b>Protected group</b>	<b>Positive</b>	<b>Negative</b>
<b>Age</b>	<p>The proposals aim to ease the transition from children's to adult services by maintaining social networks in clubs as young people move into adulthood. Concerns about the transition from children's to adult's services was a concern raised in consultation with parents/carers. The specification makes it clear that priority must be given to children and young people under the age of 19 years</p> <p>A wide-rangng consultation was held to which 126 children and young people of all ages responded setting out the range of activities in which they were interested. The tender specification will incorporate this information.</p>	Any changes to current arrangements may cause service users and their families to worry. To mitigate against this existing service users will be informed about the tender and given the opportunity to ask questions/seek advice. Arrangements will be agreed with successful providers for the transfer of existing users to the retendered services

	As a minimum the same number of children and young people will be able to access services, and the specification includes a requirement to increase the number of service users over the length of the contract.	
<b>Disability</b>	<p>The proposals aim to improve services for children and young people with disabilities by developing an outcomes based specification that also requires providers to develop personalised outcomes in conjunction with the child, young person and their parent/carer, targeting services more towards the individual needs of children, young people and their families.</p> <p>The specification sets targets to move a percentage of users with individual support over to group-based activities each year. There is currently a waiting list for this service and this will allow more children and young people access.</p>	<p>There are a number of users of Share a Family family link workers who have received a service over a long period of time. The new specification sets targets to move a percentage of users with individual support over to group-based activities each year. However this target is framed so that it allows for some individuals to remain on individual support if the circumstances warrant this and any changes will be clearly communicated to service users and their families who will be supported to make any transitions.</p> <p>It is also proposed to place limits on the number of services which one child or young person can access which may affect a small group of young people. This will not apply if the services are part of a package of support assessed by a social worker. This has been put in place in order to ensure that there is equitable access to services and to extend services to a wider group of children and young people.</p>
<b>Gender (sex)</b>	As above	N/A
<b>Gender reassignment</b>	N/A	N/A
<b>Marriage and civil partnership</b>	N/A	N/A
<b>Pregnancy and maternity</b>	N/A	N/A
<b>Race/ethnicity</b>	The service specification will require providers to monitor race/ethnicity and develop action plans if there is significant under-representation	N/A

<b>Religion and belief, including non belief</b>	N/A	N/A
<b>Sexual orientation</b>	N/A	N/A

#### 4. Actions

<b>Action</b>	<b>Lead Officer</b>	<b>Deadline</b>
Existing service users will be informed about the tender and given the opportunity to ask questions/seek advice. Arrangements will be agreed with successful providers for the transfer of existing users to the retendered services	Clare Devane	October 2017
Successful providers will be required to put in monitoring arrangements for relevant protected groups and develop action plans if it appears that there is significant under-representation	Clare Devane	Throughout the period of the contract

#### 5. Consultation. (optional section– as appropriate)

Ongoing consultation will take place with Positive Parent Action, the local forum for parents/carers of children and young people with SEND. They have already been involved in the development of the service specification.