

SSA EQUALITY IMPACT AND NEEDS ANALYSIS

Directorate	DASS
Service Area	Specialist Services for Children and Families.
Service/policy/function being assessed	Woking Close Family Assessment Centre/Family Group Conference Service
Which borough (s) does the service/policy apply to	Wandsworth
Staff involved	Graham Ososki
Date approved by Policy and Review Manager All EINAs must be signed off by the Policy and Review Manager	15/01/19
Date submitted to Directors' Board	17/01/19

SUMMARY

Community parenting assessments are currently provided by Woking Close. The service cannot meet the demand which can result in delays and the use of Independent Social Worker assessments. Woking Close assessments are generally more costly than those provided by the independent social workers. Woking Close does provide good assessments for the most complex of cases.

The proposal is that Woking Close closes but that four of their social work qualified assessment staff are retained to provide community based parenting assessments for the more complex cases. The remainder of parenting assessments would be provided by the spot purchase of independent social worker assessments. This means we would retain, in house, the skills and capacity for the more complex assessments and the flexibility, cost effectiveness and the avoidance of any waiting list by the use of independent social worker parenting assessments.

This proposed change will not impact on access for any particular group. The increased use of independent social worker assessments should remove the need for any waiting list to access a parenting assessment and delays that might result.

Family Group Conferences are currently being provided by three staff at Woking Close and through the use of independent coordinators when needed to meet demand. The service cannot meet demand, has no capacity to expand, is not independent of the local authority and the cost per conference is relatively expensive.

It is proposed that the provision of Family Group Conferences is put out to tender to established, independent providers. The proposed change will not impact on access for any particular group.

The use of an established independent provider will ensure families can access a family group conference quickly which is clearly independent of the local authority. The ability to provide a greater number of conferences, more quickly, will give more families the opportunity to find solutions to professional concerns from within their own family

network reducing the need for statutory intervention and where possible keeping children in their families.

1. Background

Woking Close: Woking Close Family Assessment Centre provides community based parenting assessments for families with children within the Borough of Wandsworth. The assessments are commissioned by the social work teams when care proceedings are either being considered or have started.

Woking Close also have staff accredited to use evidenced based tools such as Parent Assessment Manual Software (PAMS) and the Triple P Parenting Programme. Additionally, there are staff who are trained in conducting Attachment Style Interviews (ASI), Family Group Conferences Video Interaction Guidance (VIG), New Beginnings and Preparing for Change Intervention Programs for victims and perpetrators of domestic abuse respectively. These interventions are offered to families that are referred by the social work teams.

Family Group Conference Service: The service is based at Woking Close. A family group conference coordinator is allocated to a family, and with the family’s consent, will arrange for the wider family to meet to, hopefully, address professional concerns regarding their child or children. Family Group Conferences encourage a different way of working with families, supporting them to be able to find their own solutions and reduce risks to the children the local authority has concerns about. Family group conferences should be offered to all families within the Public Law Outline process quickly both to, hopefully, enable wider family support to address concerns but also to identify at the earliest opportunity potential alternative carers for any child/children should this be necessary, aiding earlier permanency planning. Where possible a family group conference should engage the wider family to support young people to stay within their family network and avoid becoming looked after.

2. Analysis of need and impact

Protected group	Findings
Age (of children)	FGC: unborn- 3%, under 5-30%, 5-11 yrs-33%, 12-18 yrs-35%
Disability	n/a
Gender (sex)	FGC: male – 54%, female – 46%.
Gender reassignment	n/a
Marriage and civil partnership	n/a
Pregnancy and maternity	n/a
Race/ethnicity	Woking Close: White/British-23%, Black Caribbean-21%, Mixed parentage-19%, Asian 16%.

	FGC: Black/British-35%, Mixed parentage-26%, White/British-20%, Asian/Asian British-7%
Religion and belief, including non belief	n/a
Sexual orientation	n/a
Across groups i.e older LGBT service users or bme young men	n/a

Data gaps.

Data gap(s)	How will this be addressed?
Disability, Religion, pregnancy, age and gender of parents.	Improve the data gathering information at point of referral and the initial meeting with families. Redesign of equality monitoring form. Wider equality monitoring will be reported in the annual reports.

3. Impact

Guidance

Protected group	Positive	Negative
Age	<p>No impact on age.</p> <p>Woking Close: the proposed change is intended to have a positive impact for children by reducing the need for any waiting list to access a parenting assessment and delays that might result.</p> <p>Family Group Conference: the proposed change should allow a greater number of conferences, and for conferences to take place more quickly, giving more families the opportunity to find solutions to professional</p>	No identified negative impact relevant to age.

	concerns from within their own family network reducing the need for statutory intervention and where possible keeping children in their families.	
Disability	No identified positive impact on disability, apart from the general benefits of improved access to parenting assessments and family group conferences which will be beneficial for all service users.	No identified negative impact relevant to disability.
Gender (sex)	No identified positive impact on gender, apart from the general benefits of improved access to parenting assessments and family group conferences which will be beneficial for all service users.	No identified negative impact relevant to gender.
Gender reassignment	No identified positive impact on gender reassignment, apart from the general benefits of improved access to parenting assessments and family group conferences which will be beneficial for all service users.	No identified negative impact relevant to gender reassignment.
Marriage and civil partnership	No identified positive impact on marriage/civil partnership, apart from the general benefits of improved access to parenting assessments and family group conferences which will be beneficial for all service users.	No identified negative impact relevant to marriage/civil partnership.
Pregnancy and maternity	No identified positive impact on pregnancy/maternity, apart from the general benefits of improved access to parenting assessments and family group conferences which will be	No identified negative impact relevant to pregnancy/maternity.

	beneficial for all service users.	
Race/ethnicity	<p>With a wider pool of workers, where it is advantageous to do so, we will be better able to offer a cultural match between family and worker.</p> <p>Additionally, the changes are more likely to affect service users of BME race/ethnicity due to higher proportions in the service user population compared to the borough population. The positive impacts of improved access to parenting assessments and family group conferences will therefore impact more on residents within these ethnic groups.</p>	No identified negative impact relevant to race/ethnicity.
Religion and belief, including non belief	No identified positive impact on religion/belief, apart from the general benefits of improved access to parenting assessments and family group conferences which will be beneficial for all service users.	No identified negative impact relevant to religion/belief.
Sexual orientation	No identified positive impact on sexual orientation, apart from the general benefits of improved access to parenting assessments and family group conferences which will be beneficial for all service users.	No identified negative impact relevant to sexual orientation.

4. Actions

Put in this table actions you have identified that will be included in your strategy/policy and supporting action plan or mitigating actions you have identified that need to be undertaken.

Include how the impact of actions will be measured for example if you resolve to make a service more accessible for older residents say what your current baseline is and what target you want to achieve.

These actions will be tracked by the Policy and Review Team.

Action	Lead Officer	Deadline
Review equality monitoring forms to include disability, religion, pregnancy, age and gender of parents. Annual report from service to include the above.	Head of Service Family and Community Service	
Wider departmental review of equality monitoring.	SMT	

5. Consultation. (optional section– as appropriate)

Where a significant change is proposed to a service or where a new policy/service/service specification is being developed it is best practice to consult on the draft findings of an ENIA in order to identify if any impact or need has been missed.

No consultations have taken place.