

WORCESTERSHIRE COUNTY COUNCIL EQUALITY IMPACT RELEVANCE SCREENING

This exercise is not an Equality Impact Assessment (EIA). It is a desktop screening exercise designed to establish if you need to carry out an EIA. When completing the screening please use plain English avoiding the use of acronyms or jargon. Any documents referred to should be attached to this screening form.

Remember, throughout this exercise the term 'policy' (or 'policies') is used as shorthand for 'policies, practices, activities, strategies, plans, projects, procedures, functions and protocols'. It therefore needs to be interpreted broadly to embrace the full range of functions, activities, plans and decisions for which the County Council is responsible.

For help completing this screening please refer to the County Council's EIA Guidance document.

Part One: basic information needed to identify the policy and prepare for screening

1.1	Directorate and Section/Unit:	Children, Families and Communities
1.2	Title of the policy being screened:	CHILDREN'S SOCIAL CARE SERVICES ALTERNATIVE DELIVERY MODEL (ADM) PROGRAMME
1.3	Screening by:	Lyndon Thomas
1.4	Date of screening:	18 March 2018
1.5	Summary of policy objectives	<p>The key objective of the ADM programme is to identify a suitable alternative model for Children's Services which will</p> <ul style="list-style-type: none">• Meet the expectations of the Secretary of State;• Provide a single and unwavering focus on providing the best services to children, young people and families;• Complement and actively support (not distract) the existing improvement work within Children's Services• Be able to support and develop the best social work support to children and families;• Be able to accommodate a range of Children's Services in addition to those under statutory direction if so desired;• Provide the conditions for operational independence (outside the

		<p>operational control of the Council);</p> <ul style="list-style-type: none"> • Not unnecessarily add additional complexity or fragmentation into the system or place un-due pressure on relationships with partners; • Consider market maturity and risks associated with this; • Consider the significant and avoidable financial implications for the Council including the impact of current service contractual arrangements; • Consider ease of implementation; and • Play a full part in the implementation of Worcestershire's Children and Young People's Plan and demonstrate impact on ensuring that Worcestershire's children and young people:- <ul style="list-style-type: none"> • Are safe from harm • Reach their full potential • Make a positive contribution in their communities • Live healthy, happy and fun filled lives <p>The programme has three key phases:</p> <ul style="list-style-type: none"> • Option Analysis– to be completed by 31 December 2017 • Full Business Case – to be completed by 31 March 2018 • Implementation of the chosen model – to be completed in a timescale to be defined at Full Business Case Phase.
1.6	Related policies/functions:	Government White Paper Putting Children First (2016).
1.7	To which section of the Directorate or Corporate "business/service plan" does this policy relate?	<p>The ADM relates to Children's Services specifically, within the Children Families and Communities Directorate. The scope of services for inclusion in the ADM has been considered and finalised for the Full Business Case. Core Children's Social Care services will be included where they have been specifically noted in the Statutory Direction issued in September 2017. Other services that are essential for improvement to Children's Services have also been included.</p> <p>The full scope of services to be included is detailed in the full business case (Appendix 2 Categorisation of Services.docx) phased and finalised in the implementation phase.</p>

		This work links to the Children and Families priority within the Corporate Plan: Shaping Worcestershire's Future (2017-2022) as well as the Children and Young People's Plan (2017-2021).
1.8	Is this a new or existing policy?	New
1.9	Does the policy affect service users, employees, the wider community, or a combination of these?	This programme will positively impact service users, employees and the wider community as the new delivery model will have a single and unwavering focus on providing the best services to children, young people and families
1.10	Who is formally responsible for the delivery of this policy? If different, who is responsible for leading on the delivery?	<p>Cabinet is formally responsible for delivery of this programme in consultation and agreement with the DfE appointed Children's Commissioner</p> <p>The Chief Executive and Alternative Delivery Model Programme Team are ultimately responsible for leading on the delivery of the plan.</p> <p>The ADM Programme Lead and CFC Transformation Lead as responsible for leading on the delivery of this programme, supported by the ADM programme Team, and representatives from across the organisation through the ADM Steering Group.</p> <p>Successful delivery will also be dependent on the support and expertise of external partners, as well as, additional stakeholder engagement and project management capacity.</p>
1.11	What (if any) previous consultation has been carried out for this policy? Who was consulted and when?	<p>A range of consultation and engagement activities have been undertaken and used to inform the development of this programme. The Ofsted inspection report was informed by interviews/meetings with staff, partners and service users during October / November 2016, ensuring recommendations incorporated their feedback and views.</p> <p>The Children's Commissioner for the Department of Education further engaged with key internal and external stakeholders when completing his report in spring 2017.</p> <p>The options appraisal has been developed with continued engagement and</p>

		<p>consultation with the Cabinet, Children and Families Overview and Scrutiny Panel, WCC Corporate Business Board, and the ADM Programme Board, whose membership includes Chief Executive, CMR, DCS, Programme Lead (Assistant Director), Children's Commissioner appointed by Department for Education, a representative from the DfE Intervention Unit and Chief Financial Officer.</p> <p>Further engagement has also be conducted throughout the Full Business Case phase (including staff drop in sessions, sessions engaging children and young people and Children and Young Peoples Groups) and more engagement is planned for the implementation phase.</p>
1.12	Is equality monitoring in place for this policy?	<p>Equality was considered during the development of this programme to ensure it is accessible and applicable.</p> <p>Discussions remain ongoing between the Programme Lead and Corporate Equality and Diversity Manager to ensure appropriate equality monitoring is in place for the ADM programme as a whole.</p> <p>Further detail on the chosen model will not be available until the Full Business Case is completed and signed off at the end of March 2018. Therefore any Equality and Diversity implications arising from the implementation of the ADM cannot be fully explored until the implementation phase.</p>

Part Two: The purpose of the following exercise is to assess the potential relevance of the policy in the lives of staff and/or residents who have one or more of the following "Protected Characteristics":
Age, Disability, Gender Reassignment, Marriage/Civil Partnership, Pregnancy/maternity, Race, Religion/Belief, Sex and Sexual Orientation.

The questions in this section ask you to consider factors you will need to take into account in assessing the relevance of the policy in the lives of people who have one or more of the Protected Characteristics. The answers you provide will help you determine whether you will need to carry out an Equality Impact Assessment.

		Yes	No	Details and comments
2.1	Could this policy have a significant impact on service delivery or other aspects of daily life for people because		N	Programme focuses on improving the lives of children and

	they have one or more of the Protected Characteristics listed above?			young people in Worcestershire
2.2	Does the policy involve a significant commitment, or reduction, of resources?	Y		Specific additional resource has been and will be required to develop the options appraisal, full business case and implementation phase of this programme.
2.3	Does the policy relate to an area where inequalities are already known to exist?		N	

2.4 Is there any evidence of potential or actual unplanned variations in the participation levels or use of the policy between different groups (Existing policies only)?

Characteristic	Yes	No	Details, including what information you have based your answer on
Age		N	
Disability		N	
Gender reassignment		N	
Marriage/Civil Partnership		N	
Pregnancy/maternity		N	
Race		N	
Religion or belief		N	

Sexual orientation		N	
Sex		N	

If the answer to question 2.3 is "yes" or "could be yes" then you **must complete an EIA**.

For existing policies, if the answer to question 2.4 is "yes" or "could be yes" then you **must complete an EIA**.

If the answer to questions 2.1 or 2.2 is "yes" or "could be yes" then you may need to complete an EIA. Please refer to Section 3 of the EIA Guidance document for further clarification on when an EIA should be completed.

2.5 Based on the factors above, is an Equality Impact Assessment required for this policy?

Yes	
No	N

An EIA is not always needed. Where you have decided that an assessment is not required please clearly summarise the reasons for your decision, including any factors you have taken into account, in the box below. Please then ensure this screening form is signed-off by your line manager and sent to the Corporate Equality and Diversity Team for publication.

EIA not required: reasons and additional comments

The Children's Services Alternative Delivery Model programme is currently in the Options Appraisal phase, meaning the detail of the final model to be implemented is not yet known.

As such, it is not possible to sufficiently detail, at this stage, all the actions necessary to ensure Equality impacts are considered as part of delivery/implementation. Therefore it is recommended that the equality impact should be identified at a lower level and addressed as part of specific service implementation arrangements following the Full Business Case phase.

Signed (completing Officer/Manager):

Lyndon Thomas

Date: 18th March 2018

Signed (Line Manager):

Date: