

WORCESTERSHIRE EQUALITY AND PUBLIC HEALTH IMPACT ASSESSMENT

Combined Worcestershire equality and public health impact assessment (EPHIA)

Background information:

Name:	Debbie Herbert
Job Title:	Lead Commissioner for Vulnerable Children & Families
Service area:	Early Help & Commissioning
Directorate:	CF&C
Telephone:	01905 846831
Email address:	Dherbert2@worcestershire.gov.uk
Date assessment commenced:	02/08/2019
Date assessment completed:	03/09/2019

Function, strategy, project, policy or procedure being assessed:

Name of the function, strategy, project, policy or procedure being assessed:	<p>This assessment relates to the proposed delivery model for the future delivery of overnight short breaks by the Trust. The proposals include a significant upgrade, by the Trust, of two unused bungalows on their site at Osborne Court in Malvern, and further improvements to existing units, to increase provision on the site for both adult respite care and children's short breaks.</p> <p>The proposals also include ceasing the use of the bungalow at Ludlow Road, Kidderminster, as an overnight short break unit.</p> <p>The proposals take into account the decision in July 2018 to increase the number of beds at a Council owned and run unit at Providence Road, Bromsgrove.</p> <p>The overall impact of the proposals on the capacity of the system is to increase the number of bed nights per week by 4, to reduce the number of overnight units to 3 (in Kidderminster, Bromsgrove and Malvern) and to build into the system future capacity and flexibility to meet assessed need.</p>
Is this a new or an amended policy?	Amended
Does the policy form part of a wider programme which has already been screened for equality relevance?	Yes
Population affected - Does the policy affect service users, employees, the wider community, or a combination of these?	The proposals affect service users (children with disabilities and their families/carers and indirectly employees of the Trust.
Who is formally responsible for the delivery of this policy? If different, who is responsible for leading on the delivery?	Worcestershire County Council is responsible for the provision of a sufficiency of services which are designed to give respite breaks for parents and carers of children with disabilities in order to assist them to continue to provide care or to do so more effectively. The commissioning of overnight short break provision is the responsibility of the Director for Education and

	Early Help (from 1 st October 2019 the delivery of this function will sit within Worcestershire Children First).
Who are the main stakeholders and how will they be involved? What (if any) previous consultation has been carried out for this policy? Who was consulted and when?	<p>Children with disabilities and their parents/carers are the main stakeholders, together with professionals who support families in a wide variety of services across education, health and social care.</p> <p>A consultation has been carried out with the above groups. This began on the 14th June 2019 and formally closed on 1st August 2019, however feedback has continued to be received after this date to ensure that all families are able to participate fully in the process.</p> <p>Prior to the development of the specific proposals under assessment, Cabinet considered the outcomes of two co-design events which informed the development of the proposed delivery model by the Trust.</p>
Is equality monitoring in place for this policy?	Not specifically. Access to the service is on the basis of assessed need.

Stage 1 - Please summarise the main objectives, aims and intended outcomes of this policy

Aims/Objectives:	It is evident, from the potential impact of factors that may increase or reduce the demand for overnight short breaks in the future, that provision of a number of different types of specialist short break provision, which are responsive to fluctuating demand, are required. The proposed changes to the delivery model for the delivery of overnight short breaks by the Trust contribute to the aim of the Council to ensure a sufficiency of all short break provision, which is kept under constant review.
Intended outcomes:	The intended outcome is that the provision of overnight short breaks by the Trust and the Council would together deliver a stable, resilient, sustainable and responsive service for families that is not under constant review.
Please summarise how these outcomes will be achieved?	<p>The proposals are to:</p> <ol style="list-style-type: none"> 1) Develop the Osborne Court campus in Malvern to: <ol style="list-style-type: none"> a. create 4 more bedrooms for children in the unit currently used for adults - 2 beds will be for Worcestershire County Council to use and 2 will be for other providers (e.g. other Council's) to buy (creating future capacity if required by WCC) b. refurbish 1 ½ of the empty buildings to create 5 bedrooms for adults and c. improve support for young people moving to adult services 2) Close Ludlow Road short breaks unit in Kidderminster
Where an existing policy is to be amended please summarise principle differences between	Current delivery includes the provision at Ludlow Road in Kidderminster.

the existing and proposed policies?	The revised delivery model does not include Ludlow Road provision but does include additional provision in both Malvern and Bromsgrove.
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Stage 2 - Scoping (information gathering/consultation)

Please give details of data and research which you will use when carrying out this assessment:	The report to Cabinet in June 2019 contained a number of appendices which are of relevance to this assessment. Where applicable the data in the appendices to the report to Cabinet in September 2019 has been updated as a result of detailed discussions with families and professionals.
Please give details of any consultation findings you will use when carrying out this assessment:	Please see details of co-design events and consultation contained with the June and September 2019 Cabinet reports.
Do you consider these sources to be sufficient?	Yes
If this data is insufficient, please give details of further research/consultation you will carry out:	
Please summarise relevant findings from your research/consultation:	<p>The consultation with families and wider stakeholders on these proposals identified a number of concerns which are include in the report considered by Cabinet in September 2019 (link when available).</p> <p>Paragraph 27 of the report includes a response to the concerns raised and analysis of the impact on families accessing the Ludlow Road unit and impacted by the proposals. Appendix 3 of the same report details the analysis of provision and indicates that the proposals have sufficient alternative provision to meet the currently assessed needs of affected families. For four families there is a negative impact on travel distances to the alternative provision and consideration is given in the report to the ways in which this impact will be mitigated. For the majority of families there is a positive impact on travel distances which would be shorter to the alternative provision identified. For some families there is also a positive impact on the provision during and after transition to adult services on the Osborne Court site.</p> <p>For families accessing overnight provision in the future the travel distance is a factor that is taken into account when offers of unit provision are made – it is not possible to predict whether the impact on travel distance will be positive or negative for families who are not yet accessing provision.</p>

Stage 3 – Assessment

Equality Impact Assessment

Based on your findings, please indicate using the table below whether the policy could have an adverse, neutral or positive impact for any groups of people who share characteristics related to the following:

Protected characteristic	Positive	Neutral	Adverse
Age	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Disability	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Gender reassignment	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Marriage and civil partnership	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Pregnancy and maternity	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Race	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Religion and belief	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Sex	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Sexual orientation	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>

<p>Please provide details of all positive and adverse impact you have identified:</p>	<p>Positive impact – disability</p> <p>The proposals would deliver an overall increase in the amount of overnight unit based provision in a system that is stable, sufficient, flexible to future needs and not under constant review. For the majority of families (fourteen) there is also a positive impact on travel time to the unit from both home and school. For some families eligible for adult services the proposals would deliver an improved transition to adult services on the Osborne Court site.</p> <p>Negative impact – disability</p> <p>For a small number of families (four) there is a negative impact on travel distance to home and/or school. Plans are in place to ensure that the negative impact is mitigated as far as possible and in line with assessed need for travel support.</p>
<p>Where possible please include numbers likely to be affected:</p>	<p>18 families – see above</p>
<p>Where potential adverse impact has been identified, can continuation of the proposed policy be justified?</p>	<p>As detailed in the report to Cabinet (paragraphs 23 to 32) the potential negative impact of the proposals on families can be mitigated and are justified in view of the overall improvements to the service that will result.</p>
<p>Do you consider that this policy will contribute to the achievement of the three aims</p>	<p>Please indicate which of these aims is achieved through this policy: 2</p>

of the Public Sector Equality Duty?	<p>Please explain how the policy contributes to achievement of any aims you have selected: The policy contributes to the aims of an improved short break service which should:</p> <ul style="list-style-type: none"> • Help to support a child or young person’s social and emotional development • Helps to support a child or young person learn new skills • Provide a child or young person with new experiences • Promote the welfare and safeguard children and young people • Provide a meaningful break for parents/carers.
<p>The Public Sector Equality Duty has the following three aims:</p> <ol style="list-style-type: none"> 1. To eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Equality Act 2010. 2. To advance equality of opportunity between persons who share a relevant Protected Characteristic and persons who do not share it. 3. To foster good relations between persons who share a relevant Protected Characteristic and persons who do not share it. 	

Public health impact assessment

Factor	Description of impact	Positive	Neutral	Adverse	Specific recommendations and/or mitigation
Social & economic		<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	
Physical Health		<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	
Mental health & well-being		<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	Careful planning of transitions is necessary to minimise the impact on CYP and their families
Access to services		<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	

Stage 4 – Recommendations, action planning and time frames

Please list any actions you will take to mitigate any adverse impact you have identified (regarding equality and/or public health considerations):

Planned action	By who	By when	How will this be monitored
The assessed need of families for overnight short breaks provision and transport support will be kept under review throughout the transition period to ensure that needs continue to be met.	Children’s Social Care (CWD team and YAT)	Until completion of the transition process	Through normal supervision and management processes

Transition planning for the move of families from Ludlow Road to alternative provision (if proposals are agreed) will be in place for each family and will involve professionals from Children's Social Care, commissioning and the Trust	Children's Social Care (CWD team and unit managers) Young Adults Team Commissioning team Worcestershire Health and Care NHS Trust	Until completion of the transition process	Through supervision and management process with oversight at the Short Breaks Panel
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Please indicate how these actions will be taken forward as part of your team/service/directorate planning:	See above as a number of teams will be involved and will work together with oversight from the Short Breaks Panel and the leadership team of Worcestershire Children First.
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Stage 5 - Monitoring & Review

How frequently will proposed action be monitored?	During transition and planning stages – weekly monitoring.
How frequently will intended outcomes be evaluated?	The sufficiency of provision of short breaks is subject to regular review through the Short Breaks Steering Group. The impact of the proposed changes will be carried out on completion of the transition process.
Who will be responsible for monitoring and evaluation?	Director of Education and Early Help (WCF).
How will you use the monitoring and evaluation results?	To inform future service planning and commissioning activity.

Stage 6 - Publication

Worcestershire County Council requires all assessments to be published on our website. Please send a copy of this assessment to the Corporate Equality and Diversity Team for publication.

	Signature	Date
Completing Officer:	Debbie Herbert Lead Commissioner VCF	05/09/2019
Lead Officer:	Louise Levett Group Manager CWD	Click here to enter a date.
Service Manager:	Sarah Wilkins Director (designate) of Education & Early Help	Click here to enter a date.

