

Equality and Public Health Full Impact Assessment

Impact Assessment Id: #135

1.0 Screening Information

Project Name

MET review

Name of Project Sponsor

Sarah Wilkins

Name of Project Manager

Daria Silva / Lucy Langdon

Name of Project Lead

Sarah Wilkins

Please give a brief description of the project

The main outcome of the current service is to provide education for pupils who are unable to attend school because of medical need, and to provide on-going access to education. The service will provide a nurturing environment in which to learn and aim to support pupils and their families to transition back to regular schooling, whilst supporting schools to meet needs in the longer term. Any new delivery model should improve the experience and outcomes for children who cannot attend school due to a medical condition. It should also incorporate access to services for children and young people that will prevent the escalation of health conditions including mental health conditions that may prevent children and young people attending school.

Data Protection screening result

Will require a full impact assessment

Equality and Public Health screening result

Will require a full impact assessment

Environmental Sustainability screening result

Does not need a full impact assessment

1.1 Background and Purpose

Background and Purpose of Project?

To support your answer to this question, you can upload a copy of the project's Business Case or similar document.

The Medical Education Team (MET) provides education for pupils who are unable to attend school because of medical needs. A review of the MET has been undertaken during 2020 and a series of proposals regarding the delivery of the team have been drawn up following extensive engagement with stakeholders and detailed analysis from an HR, legal and financial perspective.

Under the proposals the MET will provide a nurturing environment in which children can learn and aim to support pupils and their families to transition back to regular schooling, whilst supporting schools to meet needs in the longer term. Any new delivery model should improve the experience and outcomes for children who cannot attend school due to a medical condition. It should also incorporate access to services for children and young people that will prevent the escalation of health conditions including mental health conditions that may prevent children and young people attending school.

Upload Business Case or Support documents

- [Cabinet 25062020_Medical Educ Provision final.pdf](#)
- [ME Review - Findings for Task and Finish Groups.docx](#)
- [MET Cabinet report Jan 20.pdf](#)
- [MET Service Redesign_Jan2020.docx](#)

Project Outputs

Briefly summarise the activities needed to achieve the project outcomes.

January to October 2020 – co-production and service re-design phase with stakeholders via surveys, interviews, facilitated group discussions, desktop research and data analysis. (N.B. Completion of activity was originally planned for May/June 2020 but was delayed by Covid-19).

October to January 2020 – Re-design proposals and recommendations including detailed analysis of impact and HR, financial and legal considerations

February 2021 – Proposals considered by Cabinet

February to April 2021 – Consultation (if agreed by Cabinet) on the re-design proposals and recommendations if significant changes to the service are identified in the review.

January to July 2021 – Phased approach to implementation of minor improvements and changes (if agreed by Cabinet) to existing Medical Education Provision.

September 2021 – Implementation of significant improvements and changes to the Medical Education model and provision.

Project Outcomes

Briefly summarise what the project will achieve.

The Medical Education Team (MET) provides education for pupils who are unable to attend school because of medical needs. A review of the MET has been undertaken during 2020 and a series of proposals regarding the delivery of the team have been drawn up following extensive engagement with stakeholders and detailed analysis from an HR, legal and financial perspective.

Under the proposals the MET will provide a nurturing environment in which children can learn and aim to support pupils and their families to transition back to regular schooling, whilst supporting schools to meet needs in the longer term. Any new delivery model should improve the experience and outcomes for children who cannot attend school due to a medical condition. It should also incorporate access to services for children and young people that will prevent the escalation of health conditions including mental health conditions that may prevent children and young people attending school.

The anticipated outcomes of the review are to:

- Improve links between the MET and other alternative provision and specialist services to improve prevention
- Increase the engagement of both health commissioners and providers to ensure that a multi-agency approach is strengthened, preventative measures timely and the most appropriate service being provided at the right time for children and young people
- Ensure an appropriate curriculum is made available for learners at the MET and delivered in an appropriate manner, including the appropriate use of e learning
- Ensure that suitable accommodation and teaching environment is available where needed
- Strengthen and continue the trend for re-integration back into school
- Identified the impact of current support for parents and any developments needed

Is the project a new function/service or does it relate to an existing Council function/service?

Existing

Was consultation carried out on this project?

Yes

1.2 Responsibility

Directorate/Organisation

Worcestershire Children First

Service Area

Education and Early Help

1.3 Specifics

Project Reference (if known)

Not Recorded

Intended Project Close Date *

September 2021

1.4 Project Part of a Strategic Programme

Is this project part of a strategic programme?

Yes

An overarching screening has already been carried out for the following areas:

Data Protection

Equality and Public Health

Environmental Sustainability

What was the conclusion?

Full Screening required for Data Protection and Equality and PH

Upload previous impact assessment documents if available

No files uploaded

2 Organisations Involved

Please identify the organisation(s) involved:

Worcestershire Acute Hospitals NHS Trust

Worcestershire Health and Care NHS Trust

Worcestershire County Council

Worcestershire CCGs

Other - FiP (Families in Partnership), MET settings

Details of contributors to this assessment:

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Name	Rachel Kiernan
Job title	Change Manager
Email address	rkiernan@worcschildrenfirst.org.uk

3.0 Who will be affected by the development and implementation

Please identify group(s) involved:

Service User

Carers

Staff

Communities

3.1 Information and evidence reviewed

What information and evidence have you reviewed to help inform this assessment? *

Feedback gathered via different methods as outlined at section above 3.0.

Extracted key trends, needs, demands and issues from relevant strategic assessments.

Conducted profile of demands on MET - current and historical.

Completed external review and benchmarking of medical education provision nationally.

Completed review of registered provision options - both internal (WCF) and external (commissioned).

3.2 Summary of engagement or consultation undertaken

Who and how have you engaged, or why do you believe engagement is not required? *

Engagement with key stakeholder groups via:

surveys from health practitioners;
 surveys from social care and family support practitioners;
 surveys from parents;
 questionnaires completed by children and young people;
 questionnaires completed by MET staff;
 facilitated group discussions with health practitioners;
 facilitated group discussions with MET staff;
 interviews with parents;
 interviews with schools.

In addition representatives from those groups are members of the MET review stakeholder group meetings.

3.3 Summary of relevant findings

Please summarise your relevant findings. *

See MET Review Stakeholder presentation and ME Review Findings for Task and Finish Groups for detailed information. The review of medical education services has taken an in depth look with key stakeholders including young people and their families, at why and when children and young people need particular support, what works and what we need to change. To ensure children and young people can continue attending school wherever possible and receive an effective education when they have significant medical needs, we need services and organizations to bring their resources and help together and work collaboratively to assist children and families.

4 Protected characteristics - Equality

Please consider the potential impact of this activity (during development & implementation) on each of the equality groups outlined below. **Please select one or more impact box(es) below for each equality group and explain your rationale.** Please note it is possible for the potential impact to be both positive and negative for the same equality group and this should be recorded. Remember to consider the impact on e.g. staff, public, patients, carers etc. who are part of these equality groups.

Age

Potential neutral impact selected.

Explanation of your reasoning:

The review is only aimed at those children and young people who are not well enough to attend school. The review is aiming to improve the provision for those children, young people and their families.

Disability

Potential positive impact selected.

Explanation of your reasoning:

The review is aimed at those children and young people who are not well enough to attend schools, some of those with disabilities. The review is aiming to improve the provision for those children, young people and their families.

Gender reassignment

Potential neutral impact selected

Explanation of your reasoning:

The review is only aimed at those children and young people who are not well enough to attend schools. The review is aiming to improve the provision for those children, young people and their families.

Marriage and civil partnerships

Potential neutral impact selected.

Explanation of your reasoning:

Keep it Green, Keep it on the Screen

The review is only aimed at those children and young people who are not well enough to attend schools. The review is aiming to improve the provision for those children, young people and their families.

Pregnancy and maternity

Potential neutral impact selected.

Explanation of your reasoning:

The review is only aimed at those children and young people who are not well enough to attend schools. The review is aiming to improve the provision for those children, young people and their families.

Race including travelling communities

Potential neutral impact selected.

Explanation of your reasoning:

The review is only aimed at those children and young people who are not well enough to attend schools. The review is aiming to improve the provision for those children, young people and their families.

Religion and belief

Potential neutral impact selected.

Explanation of your reasoning:

The review is only aimed at those children and young people who are not well enough to attend schools. The review is aiming to improve the provision for those children, young people and their families.

Sex

Potential neutral impact selected.

Explanation of your reasoning:

The review is only aimed at those children and young people who are not well enough to attend schools. The review is aiming to improve the provision for those children, young people and their families.

Sexual orientation

Potential neutral impact selected.

Explanation of your reasoning:

The review is only aimed at those children and young people who are not well enough to attend schools. The review is aiming to improve the provision for those children, young people and their families.

5 Characteristics - Public health

Other vulnerable and disadvantaged groups

Potential neutral impact selected.

Explanation of your reasoning:

The review is only aimed at those children and young people who are not well enough to attend schools. The review is aiming to improve the provision for those children, young people and their families.

Health inequalities

Potential positive impact selected.

Explanation of your reasoning:

The review is aimed at those children and young people who are not well enough to attend schools. The review is aiming to improve the provision for this those children, young people and their families.

Social and economic

Potential positive impact selected.

Explanation of your reasoning:

The review is only aimed at those children and young people who are not well enough to attend schools. The review is aiming to improve the provision for this those children, young people and their families. The review will also look at the reintegration of those children to the mainstream school where possible, and where this not possible, assuring that social interaction is considered.

Physical health

Potential neutral impact selected.

Explanation of your reasoning:

This will not be part of the review.

Mental health and wellbeing

Potential positive impact selected.

Explanation of your reasoning:

One of the aims for this review is the reintegration to a mainstream school. There is anticipated positive impact on mental health and wellbeing, where children and young people stay shorter at the MET setting and don't feel disconnected from their peers.

Access to services

Potential neutral impact selected.

Explanation of your reasoning:

MET service will continue to make sure that children and young people access the services when required, and shouldn't be affected by the review.

6 Actions to mitigate potential negative impacts

You have confirmed that there are no negative impacts for equality protected characteristics and public health characteristics.

7 When will you review this equality and public health estimate(EPHIA)?

This will be reviewed following Cabinet decision on future delivery model, post February 2021.

8 Declaration

The following statement has been read and agreed:

- All public bodies have a statutory duty under the Equality Act 2010 to set out arrangements to assess and consult on how their policies and functions impact on the 9 protected characteristics: Age; Disability; Gender Reassignment; Marriage & Civil Partnership; Pregnancy & Maternity; Race; Religion & Belief; Sex; Sexual Orientation
- Our Organisation will challenge discrimination, promote equality, respect human rights, and aims to design and implement services, policies and measures that meet the diverse needs of our service, and population, ensuring that none are placed at a disadvantage over others
- All staff are expected to deliver and provide services and care in a manner which respects the individuality of service users, patients, carers etc, and as such treat them and members of the workforce respectfully, paying due regard to the 9 protected characteristics

I confirm to the best of my knowledge that the information I have provided is true, complete and accurate

I confirm that I will make sure that Equality and Public Health have been and continue to be considered throughout the project life cycle and that, if circumstances change in the project, a further Equality and Public Health Impact Assessment Screening will be carried out.