

## Equality and Public Health Full Impact Assessment

### Impact Assessment Id: #303

#### 1.0 Screening Information

**Project Name**

All Age Disability Programme

**Name of Project Sponsor**

Tina Russel And Paula Furnival

**Name of Project Manager**

Natasha Jones

**Name of Project Lead**

Sarah Wilkins

**Please give a brief description of the project**

To develop an All Age Disability service 0-25 to sit in Worcestershire Children's First,  
To provide an integrated coherent and coordinated response for children and young people 0-25 with Special Educational Needs and or Disability (SEND) to deliver positive outcomes including smooth transition to adulthood promoting independence and inclusion.

**Data Protection screening result**

Does not need a full impact assessment

**Equality and Public Health screening result**

Will require a full impact assessment

**Environmental Sustainability screening result**

Will require 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.

To develop an All Age Disability service 0-25 to sit in Worcestershire Children's First,

To provide an integrated coherent and coordinated response for children and young people 0-25 with Special Educational Needs and or Disability (SEND) to deliver positive outcomes including smooth transition to adulthood promoting independence and inclusion.

**Upload Business Case or Support documents**

[C4C All Age Disability Service Final V2.0.docx](#)

**Project Outputs**

Briefly summarise the activities needed to achieve the project outcomes.

Newly Designed Integrated Service with single accountability for 0-25 Children and Young People with SEND.

Development of intervention tools.

**Project Outcomes**

Briefly summarise what the project will achieve.

Timely meeting in a holistic way of identified education and health and care needs.

Delivery of the preparation for adulthood outcomes financially secure, living arrangements, Independence, Employment and purposeful life, Social well-being and good health.

**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 \*

June 2022

## 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 Assessment not required.

### Upload previous impact assessment documents if available

[□ ProjectScreening\\_All Age Disability Programme.pdf](#)

## 2 Organisations Involved

Please identify the organisation(s) involved:

Worcestershire County Council

Details of contributors to this assessment:

Name	Paula Furnival
Job title	Strategic Director for People
Email address	PFurnival@worcestershire.gov.uk

## 3.0 Who will be affected by the development and implementation

Please identify group(s) involved:

Service User

Carers

Staff

### 3.1 Information and evidence reviewed

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

Utilised the Joint Strategic Needs Analysis.

Analysis of current case work and work flow data including relevant key performance indicators and outcome measures specifically those captured in the SEND performance dashboard.

### 3.2 Summary of engagement or consultation undertaken

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

Stakeholders event Autumn 2019.

Ongoing engagement with families in partnership and Worcestershire association of carers. Informed and influenced by preparation for adulthood stakeholder group.

### 3.3 Summary of relevant findings

#### Please summarise your relevant findings. \*

- There is a lack of knowledge of what's out there and what to expect from services.
- Information in different places – too hard to find.
- Range of living options needed. Misconception 'independent living' - what does this mean?
- Moving from children to adult health services; all stops, and you must start again and criteria different.
- Co-ordination between education and social care services needs to be earlier, have actual meetings.
- Workshop/training events for professionals and families.
- Cliff edge for opportunities post 25 - end of EHCP.
- Need to bridge the gap from education to employment.
- There are gaps in local services and provision which are met through the private sector specifically in relation to young people's ongoing therapy needs as they leave school.

## 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 positive impact selected.

#### Explanation of your reasoning:

Advantageous for 16 to 25 year olds with SEND by having earlier identification of their aspirations and needs in adulthood to enable a planned and smooth transition to adulthood.

#### Disability

Potential positive impact selected.

#### Explanation of your reasoning:

By earlier identification and planning for aspiration and needs into adulthood can intervene to develop the skills to increase independence and purposeful life and inclusion in their local community.

#### Gender reassignment

Potential neutral impact selected

**Explanation of your reasoning:**

The new service is committed to the promotion of diversity and equality.

**Marriage and civil partnerships**

Potential neutral impact selected.

**Explanation of your reasoning:**

Only perceived impact with the promotion of independence choice and control may increase opportunities for disabled young adults to make the same choices as the rest of the society.

**Pregnancy and maternity**

Potential neutral impact selected.

**Explanation of your reasoning:**

Only perceived impact with the promotion of independence choice and control may increase opportunities for disabled young adults to make the same choices as the rest of the society.

**Race including travelling communities**

Potential neutral impact selected.

**Explanation of your reasoning:**

No perceived impact.

**Religion and belief**

Potential neutral impact selected.

**Explanation of your reasoning:**

No perceived impact.

**Sex**

Potential neutral impact selected.

**Explanation of your reasoning:**

The new service is committed to the promotion of diversity and equality.

**Sexual orientation**

Potential neutral impact selected.

**Explanation of your reasoning:**

Only perceived impact with the promotion of independence choice and control may increase opportunities for disabled young adults to make the same choices as the rest of the society.

## 5 Characteristics - Public health

### Other vulnerable and disadvantaged groups

Potential neutral impact selected.

#### Explanation of your reasoning:

None

### Health inequalities

Potential positive impact selected.

#### Explanation of your reasoning:

Young People with Autism are at Risk of not getting access to appropriate health services or misdiagnosis.

### Social and economic

Potential positive impact selected.

#### Explanation of your reasoning:

A Preparation for adulthood outcome in to increase employability and employment consequently reducing the likelihood of living in poverty. People with a disability are currently more at risk of living in poverty.

### Physical health

Potential neutral impact selected.

#### Explanation of your reasoning:

Addressed by having a holistic approach ensuring health needs are identified and met.

### Mental health and wellbeing

Potential positive impact selected.

#### Explanation of your reasoning:

Increase self worth and esteem equity of access to services and able to contribute to society are all strengths to having mental health and wellbeing.

### Access to services

Potential positive impact selected.

#### Explanation of your reasoning:

Early identification and planning will assist in accessing appropriate services as required.

## 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)?

12 months on from service implementation.

## 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.