

Equality Impact Assessment

Name of project/proposal EMCS01c T19 EIA Social Care Transformation - Staff
Originator Atkins, James
Email address James.Atkins@hants.gov.uk
Department Childrens Services
Date of Assessment 11 Sep 2017

Description of Service / Policy

The Children and Families branch of Children's Services provides protection and support to safeguard vulnerable children and families. This comprises statutory services such as children in need of care and protection, children looked after, fostering and adoption services. Non statutory prevention and early help services are also provided to those not meeting the threshold for statutory support.

Geographical impact* All Hampshire

Description of proposed change

To reduce the cost of children's social care by:

- Providing more targeted help to vulnerable children, particularly teenagers.
- Intervening early to prevent the need for statutory care services
- Investing in family based interventions to enable children and young people to remain within family networks.

The potential impacts may include a focus on the most vulnerable families only; a greater number of teenagers and other children would be supported to remain with their family/networks; the CSD workforce would be required to reduce and work more flexibly and proposed innovative changes to the delivery of care would need to be fully tested.

Engagement and consultation

Has engagement or consultation been carried out? Yes

No specific consultation has been carried out on this proposal, however, the County Council carried out a major public consultation exercise over the Summer 2017 on a range of options for finding further budget savings including increasing council tax, using reserves and making changes to the way in which services are delivered, which may mean reducing or withdrawing certain services. The outcome of this consultation will be presented to Cabinet in October 2017.

When decisions are made to pursue the options, further specific consultation will be carried out with stakeholders on the detailed options where required.

Impacts of the proposed change

This impact assessment covers HCC Staff (and partners)

Statutory considerations

Impact

Age Medium
Impact The CSD workforce is likely to reduce and any redundancies will potentially have an impact on staff that are nearing

Mitigation retirement age, due to being less likely to secure employment outside of HCC.
At all stages of the process the council will look for voluntary redundancies over compulsory. The council will also provide a package of support including redeployment to other vacant roles within the authority.

Disability Neutral

Sexual Orientation Neutral

Race Neutral

Religion and Belief Neutral

Gender Reassignment Neutral

Gender Impact Low
The majority of staff within social care are female. They may find it difficult to find employment which fits in with childcare arrangements since not all employers offer part time flexible working arrangements like those within HCC.

Marriage and civil partnership Neutral

Pregnancy and Maternity Neutral

Other policy considerations

Poverty Neutral

Rurality Impact Low
Redeployment may impact on home to work travel. Workers may need to travel greater distances to access alternate employment.

Mitigation

Additional Information

The DfE confirmed in January 2016 that Hampshire and 7 other local authorities had been selected to be the Partners in Practice. Those local authorities are expected to innovate to improve frontline children’s social work and to develop new systems of delivering social care and trialling new ways of working with families.

Hampshire County Council will deliver the following social care transformation:

- A family service - a system focussing on improving outcomes for the child in the context of their family
- A social work led, integrated, multidisciplinary service, from the front door through to specialist services
- Social workers are supported to deliver meaningful interventions based on an underpinning methodology of resilience

- A service where good practice is free to flourish without bureaucracy and unnecessary regulatory demands

- Children are supported by and within their own family/community wherever possible. Where children do come into care longer term their experience will be life changing for the better

- A service where good practice is free to flourish without bureaucracy and unnecessary regulatory demands

- Children are supported by and within their own family/community wherever possible. Where children do come into care longer term their experience will be life changing for the better