

Children In Need Pilot Project (commencing April 2017)

Evidence based equality analysis

Main aims, purpose and outcomes and how does it fit in with the wider aims of the organisation:

The Children and Families Service holds the lead responsibility on behalf of Cheshire West and Chester Council for the delivery of services to safeguard children and families. Only a small percentage of children nationally and in Cheshire West and Cheshire require the support or intervention from the service. Most people access support required through universal services available to all children and families.

The majority of children and families who become involved with this service have complex needs and may need support services which are delivered by a range of agencies. Such services are focused on promoting the welfare of children and young people, safeguarding from harm and protecting children who, without such intervention, would be at risk of significant harm or neglect.

The service has seen an increase in the number of children and families being supported at the Children In Need level and to address this, a pilot project in two districts, Ellesmere Port and Winsford / North will be launched in April 2017 to deliver intensive programmes of support via a team of two social workers and four family intervention workers in each district. The pilot will deliver services under legislative frameworks and associated guidance, policies and procedures, including the Children Act 1989. The aim being that families become more resilient, better outcomes for children and families that allows support to be delivered via universal services and not statutory services.

Lead officer: Gillian Ackerley

Stakeholders: Children, young people and their families, Local Safeguarding Board, partner agencies

Equality analysis is a valuable tool to help embed equality into everything we do

While process is important, equality analysis is essentially about outcomes

Lack of evidence of discrimination is not evidence of a lack of discrimination

It is not acceptable to say that a policy is applied uniformly to all groups and is therefore fair and equal. Applying a policy or procedure consistently may result in differential outcomes for different groups.

For each of the areas below, an assessment needs to be made on whether the policy has a positive, negative or neutral impact, and brief details of why this decision was made and notes of any mitigation should be included. Where the impact is negative, this needs to be given a high, medium or low assessment. It is important to rate the impact of the policy based on the current situation (i.e. disregarding any actions planned to be carried out in future).

High impact – a significant potential impact, risk of exposure, history of complaints, no mitigating measures in place etc.

Medium impact –some potential impact exists, some mitigating measures are in place, poor evidence

Low impact – almost no relevancy to the process, e.g. an area that is very much legislation led and where the Council has very little discretion

	Neutral	Positive	Negative
Target group / area			
Race and ethnicity (including Gypsies and Travellers; migrant workers, asylum seekers etc.)	The Children and Young People's Plan 2012-2016 notes that Cheshire West and Chester has a relatively small Black and Minority Ethnic population at around 6% This data does include some Traveller children and children from migrant worker families. However, we cannot	The intervention workers within the pilot will be skilled up and equipped with the necessary training to deliver evidence based interventions and therefore families will receive a more timely response to their needs that have been identified through the assessment. Social Workers within their assessments and interventions work with families make use of	The pilot is initially operating in only two districts therefore there will not be equal access to this intensive service across the borough. It will eventually be rolled out to Chester but not for approximately a year. In addition an eligibility criteria will be applied to determine cases which are suitable for the pilot, which will centre around those that have: <ul style="list-style-type: none"> had three single assessments completed in 18 month period and no statutory service,

	<p>assume this captures the ranges of diverse needs within Cheshire West and Chester.</p> <p>Within Children in Need services we work to the Assessment Framework which addresses equality and diversity issues for children and families and a holistic single assessment will be completed prior to anyone accessing this service</p>	<p>interpreters where appropriate and seek advice from embassies and relevant groups re cultures and the risks of returning to birth place.</p> <p>Social Workers make use of research to increase their awareness of culture and inform the analysis in the assessments</p> <p>The service will make use of interpreter service and translation service as applicable</p>	<ul style="list-style-type: none"> family history of service intervention including Partnership Plus, Child in Need, Child Protection and / or Team Around the Family attempts at input at Partnership Plus from Integrated Early Support within last 12 months. <p>This presents some inequalities in terms of those on Children in Need plans as only a selection will access the intensive service</p>
<p>Disability (as defined by the Equality Act - a person has a disability if they have a physical or mental impairment that has a substantial and long-term adverse effect on their ability to carry out normal day-to-day activities)</p>		<p>There are specific resources available within the department in relation to children with complex disabilities and this includes Children with Disabilities Team and a residential respite unit.</p> <p>Those children who fall outside the service criteria will automatically be assessed and deemed as children in need by the social work service as they will meet the criteria under section 17 of the Children Act 1989 as being deemed as children in need due to their</p>	<p>The pilot is initially operating in only two districts therefore there will not be equal access to this intensive service across the borough. It will eventually be rolled out to Chester but not for approximately a year.</p> <p>In addition an eligibility criteria will be applied to determine cases which are suitable for the pilot, which will centre around those that have</p> <ul style="list-style-type: none"> had three single assessments completed in 18 month period and no statutory service, family history of service intervention including Partnership Plus, Child in Need, Child Protection and / or Team Around the Family

		<p>disability.</p> <p>In relation to parents with a learning disability/difficulty and this is impacting upon how they are parenting their child then a referral and involvement from Adults Learning Disability Team and health colleagues will be required to form a view on parent cognitive functioning in order to inform how we design our work to meet both the child and the parent's needs.</p>	<ul style="list-style-type: none"> attempts at input at Partnership Plus from Integrated Early Support within last 12 months <p>This presents some inequalities in terms of those on Children in Need plans as only a selection will access the intensive service</p>
Gender		<p>Anti-oppressive practice threads through every element of our work within children's services. Whilst gender is acknowledged within all of our assessments the primary focus is upon individuality and promoting the rich diverseness of all children within Cheshire West and Chester.</p>	<p>The pilot is initially operating in only two districts therefore there will not be equal access to this intensive service across the borough. It will eventually be rolled out to Chester but not for approximately a year.</p> <p>In addition an eligibility criteria will be applied to determine cases which are suitable for the pilot, which will centre around those that have</p> <ul style="list-style-type: none"> had three single assessments completed in 18 month period and no statutory service, family history of service intervention including Partnership Plus, Child in Need, Child Protection and / or Team Around the Family attempts at input at Partnership Plus from Integrated Early Support within

			<p>last 12 months</p> <p>This presents some inequalities in terms of those on Children in Need plans as only a selection will access the intensive service</p>
<p>Gender identity (gender reassignment)</p>		<p>In relation to gender reassignment the Equality Act 2010 provides the legislative framework. Guidelines for assessments specify that all assessments should be specific to individual children and young people.</p>	<p>The pilot is initially operating in only two districts therefore there will not be equal access to this intensive service across the borough. It will eventually rolled out to Chester but not for approximately a year.</p> <p>In addition an eligibility criteria will be applied to determine cases which are suitable for the pilot, which will centre around those that have</p> <ul style="list-style-type: none"> • had three single assessments completed in 18 month period and no statutory service, • family history of service intervention including Partnership Plus, Child in Need, Child Protection and / or Team Around the Family • attempts at input at Partnership Plus from Integrated Early Support within last 12 months <p>This presents some inequalities in terms of those on Children in Need plans as only a selection will access the intensive service</p>
<p>Religion and belief</p>	<p>Child centred assessments take into account religion and belief and how this may impact upon a true reflection of the child</p>	<p>Assessments undertaken ensure that the voice and wishes of the child and family are incorporated and included in plans.</p>	<p>The pilot is initially operating in only two districts therefore there will not be equal access to this intensive service across the borough. It will eventually be rolled out to Chester but not for approximately a year.</p>

	and family's needs.	An auditing process is well established within Cheshire West and Chester and we need to ensure that within this process the impact of acknowledging and positively promoting the area of religion and belief upon outcomes of children and families is captured.	<p>In addition an eligibility criteria will be applied to determine cases which are suitable for the pilot, which will centre around those that have</p> <ul style="list-style-type: none"> • had three single assessments completed in 18 month period and no statutory service, • family history of service intervention including Partnership Plus, Child in Need, Child Protection and / or Team Around the Family • attempts at input at Partnership Plus from Integrated Early Support within last 12 months <p>This presents some inequalities in terms of those on Children in Need plans as only a selection will access the intensive service</p>
Sexual orientation (including heterosexual, lesbian, gay, bisexual)	<p>Child centred assessments and the care planning process reflect sexual orientation. Information on the assessment and care planning process is available on the Cheshire West and Chester website.</p> <p>In order to evidence assessment and care planning processes capture and address issues of sexual</p>	<p>This is incorporated in relevant training as applicable</p> <p>Assessments undertaken ensure that the voice and wishes of the child and family are incorporated and included in plans.</p>	<p>The pilot is initially operating in only two districts therefore there will not be equal access to this intensive service across the borough. It will eventually rolled out to Chester but not for approximately a year.</p> <p>In addition an eligibility criteria will be applied to determine cases which are suitable for the pilot, which will centre around those that have</p> <ul style="list-style-type: none"> • had a 3 single assessments completed in 18 month period and no statutory service, • family history of service intervention including partnership plus, Child in Need, Child Protection and / or TAF

	orientation then case exemplars that are anonymised should be included within any practice guidance and procedure.		<ul style="list-style-type: none"> attempts at input at partnership plus from IES within last 12 months. <p>This again presents some inequalities in terms of those on Children in Need plans as only a selection will access the intensive service</p>
<p>Age (children and young people aged 0 – 24, adults aged 25 – 50, younger older people aged 51 – 75/80; older older people 81+.</p> <p>The age categories are for illustration only as overriding consideration should be given to needs)</p>		<p>Assessment and care planning processes emphasise the need for clear understanding of the impact of parenting capacity of a child’s developmental needs, the need to identify the extent to which children are in need or at risk of harm and implement clear plans to address presenting issues.</p> <p>Under the Continuum of Need, practitioners are encouraged to engage with parents at the earliest opportunity when doing so may prevent problems or difficulties becoming worse. This project is promoting this by focusing on intensive support at the Child in Need level to ensure that “right services are delivered to right children at the right time”.</p> <p>Clear processes in place to step up and step down cases between Children In Need and</p>	<p>The pilot is initially operating in only two districts therefore there will not be equal access to this intensive service across the borough. It will eventually rolled out to Chester but not for approximately a year.</p> <p>In addition an eligibility criteria will be applied to determine cases which are suitable for the pilot, which will centre around those that have</p> <ul style="list-style-type: none"> had three single assessments completed in 18 month period and no statutory service, family history of service intervention including Partnership Plus, Child in Need, Child Protection and / or Team Around the Family attempts at input at Partnership Plus from Integrated Early Support within last 12 months <p>This presents some inequalities in terms of those on Children in Need plans as only a selection will access the intensive service</p> <p>Whilst all children within Cheshire West and Chester may be in need at some point in their childhood, children in their pre-</p>

		<p>the early support services and this will be a feature of this pilot to support intensively for six months and then step down to Integrated Early Support for continued support at lower intensity.</p> <p>The social workers in this project will be suitably qualified and will have attended a two day child development course covering 0 -18 years of age and delivered by Chester University.</p>	<p>school years are potentially vulnerable with those under the age of one being the most at risk of significant harm.</p> <p><u>High Impact</u> At the point of referral with young children there is a need to ensure involvement/engagement with children's services and to access two year old funding for placements</p>
<p>Carers</p>		<p>The assessment process will take account of the "lived experience" of the child, including if the parents have "carers" responsibilities and if the children themselves are "young carers" appropriate referrals will be made to ensure support if available.</p>	<p>The pilot is initially operating in only two districts therefore there will not be equal access to this intensive service across the borough. It will eventually be rolled out to Chester but not for approximately a year.</p> <p>In addition an eligibility criteria will be applied to determine cases which are suitable for the pilot, which will centre around those that have</p> <ul style="list-style-type: none"> • had three single assessments completed in 18 month period and no statutory service, • family history of service intervention including Partnership Plus, Child in Need, Child Protection and / or Team Around the Family • attempts at input at Partnership Plus

			<p>from Integrated Early Support within last 12 months</p> <p>This presents some inequalities in terms of those on Children in Need plans as only a selection will access the intensive service</p>
Rural communities	<p>The department has regard to children's own communities when considering a response to identified needs. The assessment and care planning process acknowledges the impact of environmental factors on the lives of children and young people, noting that rural deprivation is an acknowledged factor impacting on the lives of children and their families.</p>		<p>The pilot is initially operating in only two districts therefore there will not be equal access to this intensive service across the borough. It will eventually be rolled out to Chester but not for approximately a year.</p> <p>In addition an eligibility criteria will be applied to determine cases which are suitable for the pilot, which will centre around those that have</p> <ul style="list-style-type: none"> • had three single assessments completed in 18 month period and no statutory service, • family history of service intervention including Partnership Plus, Child in Need, Child Protection and / or Team Around the Family • attempts at input at Partnership Plus from Integrated Early Support within last 12 months <p>This presents some inequalities in terms of those on Children in Need plans as only a selection will access the intensive service</p>
Areas of deprivation	<p>The Children in Need teams are based in the localities they service and therefore in a position to work with</p>	<p>Having the pilots in Winsford and Ellesmere Port includes some of the most deprived areas.</p>	<p>The pilot is initially operating in only two districts therefore there will not be equal access to this intensive service across the borough. It will eventually be rolled out to Chester but not for approximately a year.</p>

	<p>those who experience deprivation and are becoming increasingly aware of the needs of the locality.</p> <p>The department recognises the link between socio economic circumstances and good outcomes for children and young people. Children's services delivered with Cheshire West and Chester are responsive to demographic need. Data captured which evidences the profile of families and their needs within different parts of the local authority is used to effectively commission bespoke services.</p>		<p>In addition an eligibility criteria will be applied to determine cases which are suitable for the pilot, which will centre around those that have</p> <ul style="list-style-type: none"> • had three single assessments completed in 18 month period and no statutory service, • family history of service intervention including Partnership Plus, Child in Need, Child Protection and / or Team Around the Family • attempts at input at Partnership Plus from Integrated Early Support within last 12 months <p>This presents some inequalities in terms of those on Children in Need plans as only a selection will access the intensive service</p>
<p>Human rights</p>	<p>The Human Rights Act 1998 underpins all of our social work practice when working with families. Due regard should be given to</p>		<p>The pilot is initially operating in only two districts therefore there will not be equal access to this intensive service across the borough. It will eventually be rolled out to Chester but not for approximately a year.</p>

	<p>sharing information and consideration given to all our interventions in infringing upon individuals Human Rights.</p>		<p>In addition an eligibility criteria will be applied to determine cases which are suitable for the pilot, which will centre around those that have</p> <ul style="list-style-type: none"> • had three single assessments completed in 18 month period and no statutory service, • family history of service intervention including Partnership Plus, Child in Need, Child Protection and / or Team Around the Family • attempts at input at Partnership Plus from Integrated Early Support within last 12 months <p>This presents some inequalities in terms of those on Children in Need plans as only a selection will access the intensive service</p>
<p>Health and wellbeing (consider both the wider determinants of health such as education, housing, employment, environment, crime and transport, as well as the possible impacts on lifestyles and</p>		<p>There are courses in respect of domestic violence for both victims and perpetrators as being in a household where Domestic Violence is a feature affects the wellbeing of all in the family.</p> <p>Potential benefit as this new approach will reduce case load for social workers giving a positive impact on their other case loads</p>	<p>The pilot is initially operating in only two districts therefore there will not be equal access to this intensive service across the borough. It will eventually be rolled out to Chester but not for approximately a year.</p> <p>In addition an eligibility criteria will be applied to determine cases which are suitable for the pilot, which will centre around those that have</p> <ul style="list-style-type: none"> • had three single assessments completed in 18 month period and no statutory service, • family history of service intervention including Partnership Plus, Child in Need, Child Protection and / or

<p>the effect there may be on health and care services)</p>			<p>Team Around the Family</p> <ul style="list-style-type: none"> • attempts at input at Partnership Plus from Integrated Early Support within last 12 months <p>This presents some inequalities in terms of those on Children in Need plans as only a selection will access the intensive service</p>
<p>Procurement/partnership (if project due to be carried out by contractors/partners etc, identify steps taken to ensure equality compliance)</p>		<p>Procurement of any type is governed by the Cheshire West and Chester Finance and Contract Procedure Rules. This is based on a number of principles:</p> <ul style="list-style-type: none"> - Ensure compliance with all legal requirements - Achieve best value - Ensure transparency, openness; non-discrimination and fair competition - demonstrate probity, consistency, accountability and integrity - Support the Council's corporate and departmental aims <p>Project Officers to ensure compliance with the Council's Procurement Strategy</p> <p>This pilot is an in house project and will be evaluated throughout as to its effectiveness.</p>	

Evidence:

- Inspection of the local authority in executing its safeguarding responsibility and providing needs based services by Ofsted considers the impact of services on safeguarding children with particular reference to diversity and how intervention has improved outcomes for children and families.
- All children in the Child in Need will have a plan which is based upon a single assessment and focussed upon the individual child. Assessments and plans are regularly audited by Team Managers, Senior Managers and the Local Safeguarding Children’s Board audit group focussing upon aspects of equality and diversity and establishing the uniqueness of each child’s wishes and views as well as capturing the voice of the child.
- The Cheshire West and Chester scrutiny process provides challenge on service provision and delivery, it establishes whether the rights of the child and family have been acknowledged as prescribed in the Human Rights Act 1998.
- The Local Safeguarding Children’s Board procedures are clear that they apply to all children irrespective of economic status, gender, race, disability, religion or sexual orientation.
- There are published standards on the Cheshire West and Chester website in relation to assessments, intervention and planning process.
- Guidance on the use of interpreters is available on the Cheshire West and Chester website.

Action plan:

Actions required	Key activity	Priority	Outcomes required	Officer responsible	Review date
Due regard should be given to sharing information and consideration given to all our interventions in infringing upon individuals Human Rights.	Further work is required in evidencing the consideration of this within our everyday practice.	Medium	Evidence through case audits that this has been discussed with families – dip sample quarterly	Gillian Ackerley / Rachael Saunders	July 2017

Effectiveness of the pilot to be reviewed including any impact on other services and on the rest of the borough not included in the pilot.	Evaluation of the performance to be presented to the “reducing costs board”	High	Reports presented monthly at the reducing demand and costs board	Gillian Ackerley / Rachael Saunders	Monthly from May 17
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Sign off	
Lead officer:	Gillian Ackerley
Approved by Tier 4 Manager:	
Moderation and/or Scrutiny – People Equality Group	
Date:	27 March 2017
Date analysis to be reviewed based on rating (high impact – review in one year, medium impact - review in two years, low impact in three years)	One year – April 2018