

Name of proposal/policy	Procurement of Targeted Safeguarding Interventions	Budget number (if applicable)	<i>For MTFP proposals only</i>
Service area responsible	Children First Northamptonshire, Commissioning and Strategy	Cabinet meeting date	14 July 2020
Name of completing officer	Sarah Burr	Date EqIA created	1 June 2020
Approved by Director / Assistant Director	Louise Mackender	Date of approval	6 July 2020
Signed off by NCC Equalities Lead	Emma Gadsby	Date of sign off	6 July 2020

For sign off by the NCC Equalities Lead, email egadsby@northamptonshire.gov.uk or equalities@northamptonshire.gov.uk

The Equality Act 2010 places a 'General Duty' on all public bodies to have 'Due regard' to:

- Eliminating discrimination, harassment and victimisation
- Advancing equality of opportunity
- Fostering good relations

We do this by undertaking equality impact assessments (EqIAs) to help us understand the implications of policies and decisions on people with protected characteristics – EqIAs are our way of evidencing this.

All assessments must be published on the NCC equalities web pages. All Cabinet papers where an EqIA is relevant **MUST** include a link to the web page where this assessment will be published. To have your EqIA published, please contact equalities@northamptonshire.gov.uk

PART A – REMOVE ALL GUIDANCE IN ITALICS ONCE COMPLETED

1) Description of current provision/policy and main beneficiaries/stakeholders

The current Targeted Safeguarding Intervention Services contracts will expire on 31st March 2021 and are with Catch 22, Action for Children and Cambs and Peterborough NHS Foundation Trust. They provide services that are designed to work with the whole family to support and develop strategies that enable the family to stay together and to help to prevent the children from coming into care. The current services delivers to children and young people with a range of needs such as poor family functioning, physical, mental or emotional health needs and damaging behaviours such as substance misuse or antisocial behaviour. Interventions range from short term help to stabilise and monitor the family through to longer term interventions of up to 6 months to support the families to make lasting positive changes.

2) Description of proposal under consideration/development

The funding available for the commissioning of these services from 2021/22 is £940,000 per annum, in total. This is a lower amount than the sum of the current total contract values due to reduced availability of grant funding.

The Appropriate Adult and PACE transfer services is a statutory requirement and will therefore be commissioned along the same lines as the current services.

Future proposals for Safeguarding Intervention Services are currently out for consultation and the views are being sought from front line professionals across all agencies, providers of services and children and young people and their families. Initial consultation with professionals has fed back that family focussed support services, based on evidenced based best practice, for families engaged with safeguarding social care services are still required focusing on the needs of the whole family in order to improve the wellbeing and development of the child or children and ultimately prevent the child from coming into care. Additionally models will be explored whereby specialist targeted services are supported by experienced family mentors as well as considering whether there are any joint commissioning opportunities with other agencies. Consultation feedback will be fully analysed, in the context of the needs of the population of Northamptonshire, in order to inform the exact nature of the services to be commissioned.

Any new service is expected to be in place by 1st April 2021.

3) Data used in this Equality Impact Assessment (general population data where appropriate but each EqIA should contain information on people who use the service under consideration – if this is not applicable to your proposal then you probably do not need to do an EqIA)

Data Source (include link where published) – quantitative or qualitative	What does this data tell us?
Contract monitoring information provided by Providers for the period 2019/20;	

1. Catch 22 Crisis Intervention - Appropriate Adult and PACE transfer

Crisis Intervention - This service works intensively and for a short period of time to develop and support coping strategies for families.

This service supported 119 male and 107 female children and young people in 2019/20. Age and ethnicity data is also collected.

Gender

Male (119)

Female (107)

Age

Age 0-4 (13)

Age 5-8 (31)

Age 9-12 (66)

Age 13-16 (101)

Age 17-18 (15)

Ethnicity

White British (187)

White and Black Caribbean (8)

White and Black African (1)

White & Asian (3)

White Other (12)

Mixed (2)

Asian or Asian British (2)

Black or Black British (9)

Not Known (1)

Other (1)

Need

Parenting (91)

Challenging Behaviour (91)

Marriage, Relationship or Family Breakdown (54)

Domestic Violence (21)

YP's Violence/Sibling (18)

Location

1. Catch 22 Crisis Intervention - Appropriate Adult and PACE transfer

Crisis Intervention

Male and female children and young people are supported equally.

The majority of children and young people supported were from age 13-16 (101), and from age 9-12 (66). The least represented age group is 0-4 (13)

187 children and young people with a white british ethnic background were the highest number supported, followed by other white backgrounds (12) and thirdly black or black/British (9) Children and young people from most other black and ethnic minority groups did not access the service.

Monitoring Interventions

Male and female children and young people are supported fairly equally

The majority of children and young people supported were from age 0-4 (72), with from age 9-12 (35) and 13-16 (35). The least represented age group is 17-18 (8).

149 children and young people with a white British ethnic background were the highest number supported, followed by other white backgrounds (11) and thirdly white and black/Caribbean (8) Children and young people from most other black and ethnic minority groups did not access the service

Corby (31)
Kettering (29)
Wellingborough (31)
Daventry (26)
Northampton (68)
East Northants (24)
Out of County (8)
South Northants (8)

Monitoring Intervention - providing further “monitoring”, ongoing support to families.

This service supported 98 males and 88 female children a young people in 2019/20 Age and ethnicity data is also collected.

Gender

Male (98)
Female (88)

Age

Age 0-4 (72)
Age 5-8 (34)
Age 9-12 (35)
Age 13-16 (35)
Age 17-18 (8)

Ethnicity

White British (149)
White and Black Caribbean (8)
White and Black African (1)
White & Asian (1)
White Other (11)
Mixed (1)
Asian or Asian British (4)
Black or Black British (6)
Not Known (3)
Other (2)

Need

Parenting (42)
Marriage, Relationship or Family Breakdown (3)
Domestic Violence (30)
Neglect / Welfare (124)
Parent / Risky Adults Non in Family Home (19)

Location

Corby (35)
Kettering (10)
Wellingborough (14)
Daventry (11)
Northampton (89)
East Northants (19)
Out of County (6)
South Northants (3)

PACE transfers and Appropriate Adults - this service provides a “Appropriate Adult” to support a child when in police custody, and then someone to return them home or place them in accommodation that meets their needs (PACE transfer). Data collected is shown

Gender

Male (230)
Female (48)

Age

Age 10-12 (10)
Age 13-16 (152)
Age 17-18 (111)

Ethnicity

White British (174)
White Irish (4)
White and Black Caribbean (4)
White and Black African (1)

PACE transfers and Appropriate Adults

1 PACE transfer took place – demographic details not known.

230 male and 48 females were supported by an Appropriate Adult, showing that male young people are more likely to access the service.

The majority of children and young people supported were from age 13-16 (152), with from age 17-18 (111) The least represented age group is 10-12 (10).

174 children and young people with a white British ethnic background were the highest number supported, followed by black or black/British backgrounds (38) and thirdly “other” (17)

White & Asian (1)
White Other (7)
Pakistani (2)
Mixed (7)
Asian or Asian British (16)
Black or Black British (38)
Other (17)

Need

Violence (70)
Murder (5)
Sexual Offences (18)
Motoring (5)
Robbery (12)
Domestic Burglary (13)
Vehicle Theft / Taking (23)
Fraud (1)
Arson (1)
Criminal Damage (25)
Drugs (51)
Public Order (15)
Racially Aggravated (2)
Other (27)

Location

Northampton (246)
Kettering (172)
Other (100)

2. Action 4 Children - Medium Intensive Support services (0-3months) and Family Intervention Services up to 6 months) Services are medium to long term intervention services for families with presenting needs that include Neglect, Domestic Abuse, Physical, Sexual and Emotional Abuse, Parental Mental Health and Parental substance misuse. Data collected is shown in next column

2. Action 4 Children - Medium Intensive Support services (0-3months) and Family Intervention Services up to 6 months

178 male and 162 female children and young people were supported, which is fairly equal.

MIIS**Gender**

Male (68)

Female (55)

Age

Age 0-4 (28)

Age 5-8 (33)

Age 9-12 (38)

Age 13-16 (21)

Age 17-18 (2)

Age 19+ (1)

Ethnicity

White British (105)

White Irish (2)

White Other (3)

Mixed (7)

Asian or Asian British (2)

Black or Black British (2)

Need

Parenting (44)

Domestic Violence (11)

Neglect / Welfare (15)

Location

Corby (3)

Kettering (7)

Wellingborough (8)

Daventry (4)

Northampton (17)

East Northants (2)

South Northants (5)

The majority of children and young people supported were from age 5-8 (97), with from age 9-12 (92) The least represented age group is 17-18 (9).

156 children and young people with a white British ethnic background were the highest number supported, followed by "mixed" backgrounds (21) and thirdly black/British, Asian, and Other White Background (10).

FIP**Gender**

Male (110)

Female (107)

Age

Age 0-4 (51)

Age 5-8 (64)

Age 9-12 (54)

Age 13-16 (37)

Age 17-18 (7)

Age 19+ (3)

Ethnicity

White British (151)

White Irish (5)

White Other (7)

Mixed (14)

Asian or Asian British (8)

Black or Black British (8)

Other (8)

Need

Parenting (65)

Domestic Violence (31)

Neglect / Welfare (32)

Child Protection (3)

Location

Corby (8)

Kettering (13)

Wellingborough (15)

Daventry (3)

Northampton (26)

East Northants (1)

South Northants (3)

3. Cambs and Peterborough NHS Foundation Trust - Multi-Systemic Therapy

Multi-Systemic Therapy (MST) is an intensive licenced family programme for adolescents who display problem behaviour and for adolescents with severe antisocial and offending behaviour who are on the edge of care.

Data collected is shown in the next column.

MST

Gender

Male (59)

Female (38)

Age

Age 11-13 (40)

Age 14-16 (55)

Age 17-18 (3)

Need

Parenting (97)

Domestic Violence (32)

Neglect / Welfare (12)

Child Protection (34)

Location

Corby & Oundle (12)

Kettering (25)

Wellingborough & Rushden (19)

Daventry & South Northants (15)

Northampton (26)

East Northants (1)

3. Cambs and Peterborough NHS Foundation Trust - Multi-Systemic Therapy

59 male and 38 female children and young people were supported by the service, with males being represented more so than females.

The majority of children and young people supported were from age 14-16 (55), with from age 11-13 (40) The least represented age group is 17-18 (3).

73 children and young people with a white British ethnic background were the highest number supported, followed by "other" backgrounds (6). All other ethnic groups were low numbers.

4) Please give details about planned consultation or engagement with communities and other stakeholders that are likely to be affected by the policy/decision/service change. Contact the Consultation, Equalities & Accessibility Team (ceat@northamptonshire.gov.uk) for advice or complete the online form with details of your consultation/engagement activity.

If you are not carrying out any consultation or engagement activity, please provide reasons why you think this is not necessary.

Formal consultation is being carried out through the Council's Consultation Hub giving children and young people, parents/carers and professionals the opportunity to provide feedback on the current service and views on how the service could like in the future. Due to the Covid 19 Pandemic, face to face opportunities are not available, however Video Conference and telephone contact is also being made available. Professionals who work with families who have or would benefit from the service have been invited to an on line session to gather feedback.

5) If consultation or engagement has been carried out in the past, please provide details. If so, what were their views and how have their views influenced the work to date?

The most recent consultation on "Rationalisation of Contracts – End the Multi Systemic Therapy Family Integrated Transitions (FIT) service" in December 2018 and January 2019 found;

" That removal of the MST FIT service would increase the capacity available within residential homes but may result in children and young people remaining permanently in care that might otherwise have returned home. Further work is required with the provider to identify budget savings but maintain therapeutic support for young people to return home."

The results of the previous consultaion will also be taken into consideration as part of this current consultation.

The services will be commissioned on a reduced budget and this is currently out for consultation. It is envisaged that similar types of services will be commissioned but that providers will need to develop cheaper operating models. Initial research and consultation shows a number of different ways to achieve this perhaps through the use of technology, generalist staff working in parallel with specialist staff, volunteer peer to peer mentoring to support families through the process or rationalisation of management overheads. However the outcome of the consultation will help to inform the service requirements and providers will be encourage to be creative and innovative in the design of their services.

Protected characteristics as set out in the Equality Act 2010

6) Based on the above information, what is the likely impact on the following groups? Please explain why you have made this assessment. If you are unsure, set out what you will do to get enough information to make an assessment.		
Sex	Impact and explanation	Unsure Explanation: Although some elements of the contract are accessed fairly equally by male and female young people, some services are more frequently accessed by males.
	Mitigations/actions	It is acknowledged that a reduction in the budget that could lead to a change in these services that has the potential to affect males more than females because of the way that some services are accessed more by males than females. Further work as part of the consultation process will help to inform the procurement of the contract including seeing if it is possible to bring the cost of the contract down in ways that do not impact on the service received.
Gender Reassignment	Impact	Neutral Explanation:
	Mitigations/actions	Nothing in our records indicates that the services currently have a particular impact on people by virtue of their gender reassignment and so it is not anticipated that the procurement of the contract would have any impact. If the consultation identifies any issues relating to gender reassignment, then this will be considered as part of the procurement of the contract.
Age	Impact	Unsure Explanation: By its nature, this contract supports children and young people and their families, so any change to the contract would have an impact on children and young people.
	Mitigations/actions	It is acknowledged that a reduction in the budget that could lead to a change in these services that has the potential to affect children and young people because this is who the service is aimed at. Further work as part of the consultation process will help to inform the procurement of the contract including seeing if it is possible to bring the cost of the contract down in ways that do not impact on the service received.
Disability	Impact	Neutral Explanation:
	Mitigations/actions	Nothing in our records indicates that the services currently have a particular impact on people by virtue of their disability and so it is not anticipated that the procurement of the contract would have any impact. If the consultation identifies any issues relating to disability, then this will be considered as part of the procurement of the contract.

Race & Ethnicity	Impact	Unsure Explanation: The service is predominantly accessed by White British children and young people and their families.
	Mitigations/actions	It is acknowledged that a reduction in the budget that could lead to a change in these services that has the potential to affect White British children and young people because they access the services most frequently. Further work as part of the consultation process will help to inform the procurement of the contract including seeing if it is possible to bring the cost of the contract down in ways that do not impact on the service received.
Sexual Orientation	Impact	Neutral Explanation:
	Mitigations/actions	Nothing in our records indicates that the services currently have a particular impact on people by virtue of their sexual orientation and so it is not anticipated that the procurement of the contract would have any impact. If the consultation identifies any issues relating to sexual orientation, then this will be considered as part of the procurement of the contract.
Religion or Belief (or No Belief)	Impact	Neutral Explanation:
	Mitigations/actions	Nothing in our records indicates that the services currently have a particular impact on people by virtue of their religion or belief and so it is not anticipated that the procurement of the contract would have any impact. If the consultation identifies any issues relating to religion or belief, then this will be considered as part of the procurement of the contract.
Pregnancy & Maternity	Impact	Neutral Explanation:
	Mitigations/actions	Nothing in our records indicates that the services currently have a particular impact on people by virtue of pregnancy and maternity and so it is not anticipated that the procurement of the contract would have any impact. If the consultation identifies any issues relating to pregnancy and maternity, then this will be considered as part of the procurement of the contract.

Cross-cutting considerations

7) Based on the above information, what is the likely impact on the following groups? Please explain why you have made this assessment. If you are unsure, set out what you will do to get enough information to make an assessment.

Human Rights	Impact	Unsure Explanation: The service has positive impacts on a number of Articles – Right to life, freedom from torture and inhuman or degrading treatment, right to a fair trial, right to private and family life.
	Mitigations/actions	It is acknowledged that the service has a positive impact on human rights and that a reduction in the budget could lead to a change in these services. Further work as part of the consultation process will help to inform the procurement of the contract including seeing if it is possible to bring the cost of the contract down in ways that do not impact on the service received.
Rural isolation	Impact	unsure Explanation:
	Mitigations/actions	Data for location of those supported has not been analysed so needs to be considered
Socio-economic exclusion	Impact	Unsure Explanation:
	Mitigations/actions	It is acknowledged that the services have a positive impact on families from lower income backgrounds and a reduction in the budget that could lead to a change in the level of service. Further work as part of the consultation process will help to inform the reprocurement of the contract including seeing if it is possible to bring the cost of the contract down in ways that do not impact on the service received.
Health and wellbeing considerations, for example: <ul style="list-style-type: none"> • <i>Health behaviours (healthy eating, physical activity, smoking, alcohol)</i> • <i>Family, friends and community (social isolation, community safety, mental health, family support)</i> 	Impact	unsure Explanation: The services can have a positive impact on health behaviours and family support
	Mitigations/actions <i>(Can you identify any mitigating actions that can be taken to reduce a negative impact or any actions that can improve a neutral or positive impact?)</i>	It is acknowledged that the services have a positive impact on health and wellbeing considerations and a reduction in the budget that could lead to a change in the service. Further work as part of the consultation process will help to inform the reprocurement of the contract including seeing if it is possible to bring the cost of the contract down in ways that do not impact on the service received.

<ul style="list-style-type: none"> • <i>Environment (housing standards, fuel poverty, air pollution, green spaces)</i> • <i>Work and education (employment, working conditions, income)</i> • <i>Transport (active travel, public transport, road injury risk, traffic management)</i> • <i>Quality and access to care</i> 	<p>Note: Depending on the scale of the impact identified, there may be a recommendation for a full Health Impact Assessment to be completed</p>	
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PART B – if you are undertaking any further work before the decision on this policy or service change is made, please complete Part B and then make a final assessment based on this additional information

REMOVE ALL GUIDANCE IN ITALICS ONCE COMPLETED

1) Consultation, follow up data and information gathered from actions identified above	
<p><i>Describe any consultation or engagement that you have carried out since you completed Part A and number of responses/event attendees/contacts</i></p>	<p>What does this information tell us? <i>What did people tell you? Did they support the proposal? Did they make any alternative suggestions? Did support differ depending on who was responding?</i></p>
<p><i>Describe any further work you have undertaken since completing Part A – have you had further discussions with providers? Has the budget changed? Are alternative proposals being considered? Have you been able to fill in any gaps in information that you had identified?</i></p>	<p><i>What does this tell you?</i></p>

Protected characteristics as set out in the Equality Act 2010 – see Part A for explanations and guidance

2) Based on the above information, what is the likely impact on the following groups? Please explain why you have made this assessment. If you are still unsure, please explain what you plan to do in future to address this.		
<p>Sex <i>Refer back to Part A for detail</i></p>	<p>Impact</p>	<p>Positive / neutral / negative / unsure (delete as appropriate) Explanation:</p>

	Mitigations/actions	
Gender Reassignment <i>Refer back to Part A for detail</i>	Impact	Positive / neutral / negative / unsure (delete as appropriate) Explanation:
	Mitigations/actions	
Age <i>Refer back to Part A for detail</i>	Impact	Positive / neutral / negative / unsure (delete as appropriate) Explanation:
	Mitigations/actions	
Disability <i>Refer back to Part A for detail</i>	Impact	Positive / neutral / negative / unsure (delete as appropriate) Explanation:
	Mitigations/actions	
Race & Ethnicity <i>Refer back to Part A for detail</i>	Impact	Positive / neutral / negative / unsure (delete as appropriate) Explanation:
	Mitigations/actions	
Sexual Orientation <i>Refer back to Part A for detail</i>	Impact	Positive / neutral / negative / unsure (delete as appropriate) Explanation:
	Mitigations/actions	
Religion or Belief (or No Belief) <i>Refer back to Part A for detail</i>	Impact	Positive / neutral / negative / unsure (delete as appropriate) Explanation:
	Mitigations/actions	
Pregnancy & Maternity <i>Refer back to Part A for detail</i>	Impact	Positive / neutral / negative / unsure (delete as appropriate) Explanation:
	Mitigations/actions	

Cross-cutting considerations – see Part A for explanations and guidance

3) Based on the above information, what is the likely impact on the following groups? Please explain why you have made this assessment. If you are still unsure, please explain what you plan to do in future to address this.

Human Rights (Please see articles in the toolkit for more information) <i>Refer back to Part A for detail</i>	Impact	Positive / neutral / negative / unsure (delete as appropriate) Explanation:
	Mitigations/actions	
Rural isolation <i>Refer back to Part A for detail</i>	Impact	Positive / neutral / negative / unsure (delete as appropriate) Explanation:
	Mitigations/actions	
Socio-economic exclusion <i>Refer back to Part A for detail</i>	Impact	Positive / neutral / negative / unsure (delete as appropriate) Explanation:
	Mitigations/actions	
Health and wellbeing considerations <i>Refer back to Part A for detail</i>	Impact	Positive / neutral / negative / unsure (delete as appropriate) Explanation:
	Mitigations/actions Note: Depending on the scale of the impact identified, there may be a recommendation for a full Health Impact Assessment to be completed	

4) Final impact analysis (taking the findings from Part B into account) – including review date if required

Based on all the information contained in this assessment, and based on what you are proposing to do/recommend, what do you assess the impact to be – in particular, highlight where there may be negative impacts, and what can be done to mitigate them. These need to be made clear so that decision-makers are fully informed before making their decision. This equality impact assessment will be the Council's evidence of meeting its duties under the Equality Act and would be referred to in the event of a legal challenge.