

Name of proposal/policy	Re-Tender of Residential Short Breaks Contract	Budget number (if applicable)	<i>For MTFP proposals only</i>
Service area responsible	Children's Commissioning	Cabinet meeting date	<i>If applicable</i>
Name of completing officer	Sharon Blount	Date EqIA created	1 st June 2020
Approved by Director / Assistant Director	Louise Mackender	Date of approval	2 nd July 2020
Signed off by NCC Equalities Lead	Emma Gadsby	Date of sign off	2 nd 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

Residential Short Breaks are centres where a child or young person can stay overnight so that parents/carers can have a short break from looking after their child with a disability. In Northamptonshire there is one centre in Northampton, John Greenwood Shipman Centre and one in Rushden The Squirrels. The number of children who can be supported in a short break centre varies due to the needs and complexities of the children and young people attending.

2) Description of proposal under consideration/development

The current contract is due for renewal so is being re-tendered. The budget for the service remains the same. Any change in service is expected to be from 1st April 2021. Depending on which option is chosen, service users may be dealing with different people to previously, but it is not expected there will be significant change in the service provided.

3) Data used in this Equality Impact Assessment (general population data where appropriate but each EqlA 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 EqlA)

Data Source (include link where published) – quantitative or qualitative	What does this data tell us?
The number of children in Northamptonshire with an Education, Health and Care Plan - 4111 in January 2019 (Gov.UK Statements of EHCP 2019)	Only the children and young people with the greatest need are accessing the residential short breaks service.
Number of children with disabilities open to the Children with Disabilities Team - 415	Parents are generally happy with the service.
Number of children and young people accessing the residential short breaks service - 94 children and young people in March 2020	The service could develop further to reduce the number of cancellations from parents, smooth the transition for those turning 18 and ensure that those who need a break can access without a lengthy waiting list. In the past some children have had to wait more than 8 months.
The Current Service	Overall parents are happy with the service and in the last consultation expressed how important these breaks are, offering them a lifeline to keep the family together.
In January 2020 there were 97 children and young people accessing the service. JGS is an 8 bedded unit and Squirrels is a 6 bedded unit.	Most children and young people live in Northampton and the second highest live in Kettering reflecting the largest population sizes.
Ages	
82 were between 11 and 18 years old	
13 were between 6 and 10 years old	
Less than 5 people were below 5 years old	

Home District / Borough

Corby		14
Daventry	Less than 5 children lived in Daventry	
East Northants		11
Kettering		19
Northampton		40
South Northants	Less than 5 children lived in South Northants	
Wellingborough		8

Ethnicity

African	Less than 5
Asian	Less than 5
Bangladeshi	Less than 5
Black Afr/Carib/Black British	Less than 5
Black African	Less than 5
British	Less than 5
Caucasian	Less than 5
Caucasian Albanian	Less than 5
Dual Heritage	Less than 5
Mixed Background	Less than 5
Mixed British	12
Mixed Ethnicity	Less than 5
Not Stated	Less than 5
Other White Ethnic Group	Less than 5
Srilanka	Less than 5
Unknown	Less than 5
White British	64
White European	Less than 5
White Polish	Less than 5

The majority of children are of secondary school age which reflects the higher need associated with caring for disabled children.

34% of the children and young people had an ethnicity other than White British.

There has been a waiting list for the service which has recently reduced during the Covid 19 outbreak. The service supports families who would otherwise go

into crisis with the potential that the child would end up in care if it was not provided. Commissioners are worried about the transition from children's services to adults services. Bed occupancy in February was between 79% and 82%. The number of cancellations because of staffing has reduced but cancellations by parents is still too high, parents had previously been unhappy about the amount of cancelled nights during 2019. Parents on the waiting list have not been happy about the length of time it takes to get a residential short break. "I want good care" feedback from parents is consistently 5 out of 5.

Previous Consultation 2017 - - Feedback from children, young people, parents and other stakeholders was immense and reinforced how important these services are for families. Overwhelmingly the consultation highlighted:

- The significance of short breaks to so many families;
- The lifeline that these services offer; and
- The importance of short breaks in that they do not just provide a break, but enhance and maintain healthy family dynamics; they contribute to the emotional and social growth of disabled child and underpin the wellbeing of non-disabled siblings.

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.

A 6 week public consultation has been launched from 22nd May to 3rd July 2020.

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?

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- The importance of short breaks in that they do not just provide a break, but enhance and maintain healthy family dynamics; they contribute to the emotional and social growth of disabled child and underpin the wellbeing of non-disabled siblings.

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	Neutral Explanation: Males are overrepresented in the SEND population but places are offered on a needs basis. The residential short breaks offers the service to more males than females reflecting the population.
	Mitigations/actions	
Gender Reassignment	Impact	Neutral Explanation: Places are offered on a disability needs basis not gender.
	Mitigations/actions	
Age	Impact	Neutral Explanation: Residential short breaks is a service for children and offers short breaks from 2 years to the 18 th birthday. The need is generally higher for senior school age children and this is reflected in the population receiving the service.
	Mitigations/actions	
Disability	Impact	Positive Explanation: Residential Short Breaks are only offered to children with disabilities
	Mitigations/actions	
Race & Ethnicity	Impact	Neutral Explanation: Places are offered on a disability needs basis not race or ethnicity.
	Mitigations/actions	
Sexual Orientation	Impact	Neutral

		Explanation: Places are offered to children only on a disability needs basis not sexual orientation.
	Mitigations/actions	
Religion or Belief (or No Belief)	Impact	Neutral
	Mitigations/actions	Explanation: Places are offered on a disability needs basis not religion or belief.
Pregnancy & Maternity	Impact	Neutral
	Mitigations/actions	Explanation: Places are offered on a disability needs basis only.

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	Positive Explanation: A short break allows a child or young person to socialise away from their parents and for parents to have a break from caring responsibilities. The service enables them to access activities and events they may not otherwise access in complete safety.
	Mitigations/actions	
Rural isolation	Impact	Negative Explanation: Those living in rural areas without good transport links may be affected due there only being two centres in the county.
	Mitigations/actions	Social Workers would consider access to the short break and ensure that transport was available.
Socio-economic exclusion	Impact	Neutral Explanation: This service is commissioned by Children First Northamptonshire and Northamptonshire Clinical Commissioning Group. The service is accessed through the Disabled Children's Team and assessed on need and not ability to pay.
	Mitigations/actions	
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	Positive Explanation: Short breaks supports parents and children to be able to socialise and take part in activities they might not otherwise have been able to,
	Mitigations/actions	

<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> 		
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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	
<i>Describe any consultation or engagement that you have carried out since you completed Part A and number of responses/event attendees/contacts</i>	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>
<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>	<i>What does this tell you?</i>

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.		
Sex <i>Refer back to Part A for detail</i>	Impact	Positive / neutral / negative / unsure (delete as appropriate) Explanation:

	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.