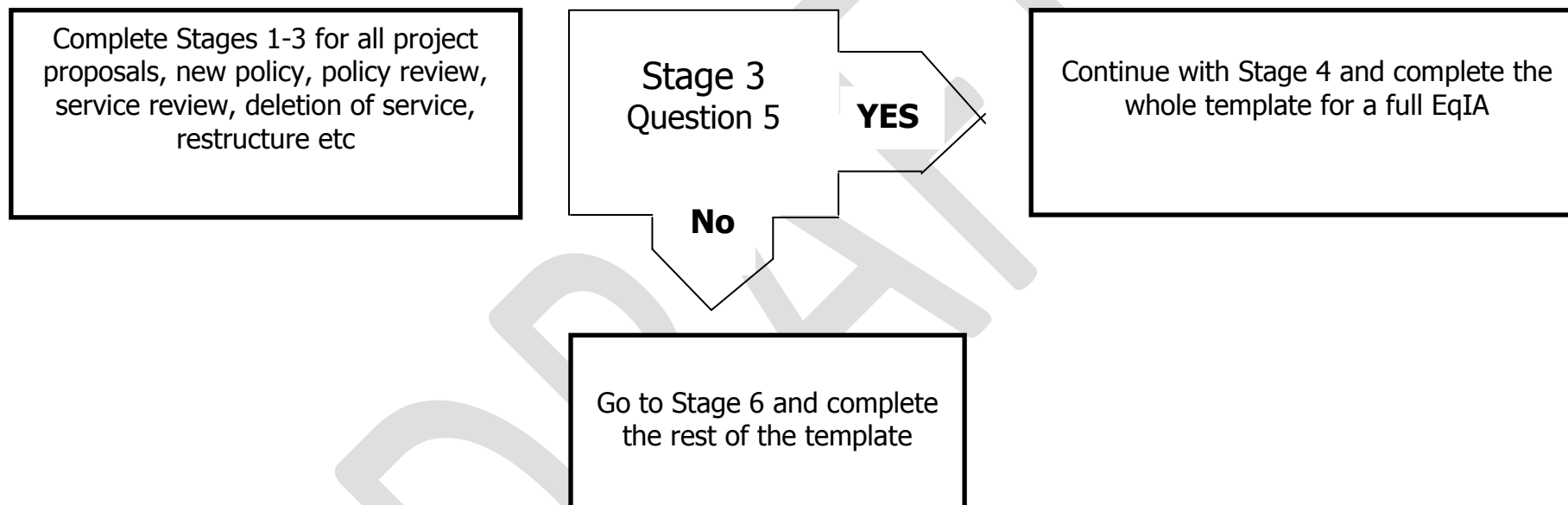


Equality Impact Assessment Template Children and Young People Proposals

The Council has revised and simplified its Equality Impact Assessment process (EqIA). There is now just one Template. Lead Officers will need to complete **Stages 1-3** to determine whether a full EqIA is required and the need to complete the whole template.



- In order to complete this assessment, it is important that you have read the Corporate Guidelines on EqIAs and preferably completed the EqIA E-learning Module.
- You are also encouraged to refer to the EqIA Template with Guidance Notes to assist you in completing this template.
- SIGN OFF: All EqIAs need to be signed off by your Directorate Equality Task Groups.
- Legal will NOT accept any report without a fully completed, Quality Assured and signed off EqIA.
- The EqIA Guidance, Template and sign off process is available on the Hub under Equality and Diversity

Equality Impact Assessment (EqIA) Template

Type of Decision: Tick ✓	✓	Cabinet		Portfolio Holder		Other (explain)	
Date decision to be taken:	08 Dec 2016						
Value of savings to be made (if applicable):	£255k						
Title of Project:	Summary of MTFS reductions in Ch&YP & Education Services Divisions additional 2017/18 savings						
Directorate / Service responsible:	People Services Directorate: Children and Young People Services Division (Ch&YP); Education Services Division (Ed S).						
Name and job title of Lead Officer:	Chris Spencer Corporate Director, People Services						
Name & contact details of the other persons involved in the assessment:	Paul Hewitt, Divisional Director, Children and Young People Service Patrick O'Dwyer, Divisional Director, Education Services						
Date of assessment (including review dates):	Initial draft 07.09.16, reviewed 24.10.16.						

Stage 1: Overview

<p>1. What are you trying to do?</p> <p>(Explain your proposals here e.g. introduction of a new service or policy, policy review, changing criteria, reduction / removal of service, restructure, deletion of posts etc)</p>	<p>This EqIA sets out the proposed MTFS savings for Childrens Services and Education Services Divisions with People Services.</p> <p>A summary of proposed staffing and non-staffing reductions across the two Divisions are referenced below:</p> <p>1. Education Services, Virtual School: transfer of funding from revenue to external grant for 1.88 fte posts (£90k) from 31.03.17</p> <p>Children Looked After (CLA) are those children for whom the council is the Corporate Parent. The educational and other life attainments and outcomes of CLA and Care Leavers are a key area of focus for external inspection of children's services.</p> <p>The key responsibilities of the Virtual School are to improve outcomes and achievements of all CLA, ensure all CLA have robust and comprehensive personal education plans (PEPs) which evidence impact; ensure all appropriate Care Leavers have robust Pathway Plans with education, employment and training input; provide training and support for Designated</p>
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Teachers in schools and foster carers and placement providers. VS responsibilities were recently extended to include all CLA (aged 0-25yrs) rather than those of statutory school age (5-16 yrs). The service is governed by the Corporate Parenting Panel Board.

2016 data

201 CLA at 30.09.16, an increase from 180 at 31.03.16.

247 Care leavers at 30.09.16, an increase from 166 at 31.03.16

Current Team: 3 posts:

- 1x Virtual Headteacher (VHT)
- 0.9 fte Education Welfare Officer (Term time only)
- 1x Personal Education Plan Co-ordinator

The restructure of the Virtual School remains in progress.

Virtual School – posts to be transferred to grant funding are:

- 1fte Personal Education Plan (PEP) Co-ordinator
- 0.88fte Education Welfare Officer

It is proposed that both posts are funded from external Government funding for Looked After Children and would secure a revenue saving. Redundancy costs are not included as not required at this time.

The proposal would retain 1fte Virtual Head Teacher from Council funds which is a statutory post. This proposal means that in the longer term, should external funding cease, this could mean insufficient capacity to deliver a full service and there would be reduced contact and support to Children Looked After.

2. Children & Young People Services Additional Savings: deletion of 3.3 fte posts and revenue funding reduction by 31.03.17 **saving (£165k).**

The additional savings proposed are:

- Reduce the LA Contribution to Harrow Safeguarding Childrens Board (HSCB) by £20k. This is not related to a specific post.
- Delete 0.3fte Early Intervention Web Design Post £11k. This is a new post and is

currently vacant.

- Delete sessional support for Adoption Play Therapy £35k. This is currently provided by 0.4 fte Agency sessional worker.
- Delete Young Carers budget £59k – currently funding 1fte fixed term post to 31.03.17.
- Cease contract with London Care Services £40k

TOTAL proposed deleted posts: 1.3 fte

The various savings proposals above are all separate MTFS savings and there is no cessation of a complete existing service/area.

Reduce LA Contribution to LSCB - £20k

The Council provides the majority of the funding for the Harrow Safeguarding Children Board (HSCB). This £20k reduction is from a current total of £122k, plus overheads associated with hosting/facilitation of HSCB (ie contribution in kind). The impact of this proposal would mean a reduction in multi-agency safeguarding training, and a risk of not being fully able to disseminate learning, or undertake multi-agency case audits. This option carries some risk with partner agencies and with external regulators.

Proposal to delete sessional budget to support Adoption Service Play Therapy - £35k

Preparing children and young people for permanency is essential to achieve adoption and other forms of permanent placement. Play therapy is a proven way of helping these vulnerable children to make the transition to permanency. Harrow Play Therapy provision has helped to stabilise placements which have been at risk of breakdown, avoiding additional disruption for children, as well as avoiding additional cost to the local authority. Any exit or withdrawal of current support will need to be managed sensitively.

This proposal will potentially impact on the outcome targets for adoption and permanency reported in the Annual Returns for Government via Department for Education (DfE). This option carries some risk with central Government and external regulators; given the current high profile of adoption.

Harrow and CORAM partnership were shortlisted for 'Excellence in Adoption Practice' in the recent 2016 National Adoption Awards.

Statutory duty: There is a statutory responsibility to undertake post adoption assessments, and support, but this can be done in various ways through the existing workforce who have skills in undertaking direct work with children and carers.

A 0.4 fte Agency Worker currently provides play therapy support. No redundancy entitlement.

Delete 0.3fte Youth Service Web Design Post - £11k

This is a new post which was planned within the current Early Intervention Service Redesign, due to be implemented in November 2016. There is no current postholder. Once the website is set up, it will be maintained through in-house Sopria Steria support without the need for a bespoke worker.

Delete 1fte Early Intervention Service Young Carers Project manager post/budget - £59k

Young carers are children who help vulnerable adults to live independently. Such adults are the most vulnerable members of the community who depend on young carers to help. A Carer's Strategy is being prepared and will be implemented in April 2017.

Services for young carers are delivered through the voluntary sector, Harrow Carers, who have secured funding to deliver this through external grants such as the John Lyon Trust for the YC in Schools project and BBC Children in Need for a Transition Project. The funding for the YC in School Project which provides young carers the opportunity to mix with peers and receive 1:1 support during school lunch times, is due to end in 2017. It is not currently known if Harrow Carers will be applying for funding to continue with this project.

Currently approximately 220 young carers are known to Schools. The 2011 Census suggests that the number of young carers in Harrow is likely to be in the region of 880. Therefore, based on national and local evidence, there is a significant number of hidden young carers who may be providing inappropriate levels of care and whose educational attainment is likely to be significantly impacted.

Currently this budget is funding a fixed term Young Carers Project Manager post to 31.03.17, This post holder is reviewing how carers are identified and reviewing the current services for carers.

The remit of the YC Project Manager is to work strategically with the LA, Education, Health and the Voluntary Sector to improve working practices to identify young carers, assess their needs and map support services. The focus is on integrating the identification and support of young carers through the existing provision of services in the Council's remodelled early support service, and through its existing targeted services in childrens' and adults' services.

Whilst this post is not statutory for the Local Authority it has provided the additional capacity to

develop an integrated strategy to work out how Local Authority can meet its obligations and responsibilities for young carers, within existing provision, and through the remodelled early support service.

As this is a fixed term contract, it is expected that the integration of identification, assessment and service provision for carers will be completed by end of the role's funding. This will enable the Local authority to identify and support young carers and their families within the assessment and needs analysis processes already being implemented throughout Children and Adult Services, including specific programmes for example, Together with Families. The LA will continue to provide services for young carers either directly or indirectly within the Borough.

Statutory duty:

Assessment of the needs of young carers under the Children Act (as amended by Section 96 of the Children and Family Act 2014) and the Care Act 2014: Local authorities must offer an assessment or similar needs analysis where it appears that a child is involved in providing care. The authority must consider whether the care being provided by the child is excessive or inappropriate; and how the child's caring responsibilities affects their wellbeing, education and development (The Young Carers (Needs Assessments) Regulations 2015 – 4(2)(h)). A young carer could meet the definition of a "child in need" (under section 17 of the Children Act), and the local authority would then have a duty to provide a service. Section 96(12) of the Children and Families Act 2014 requires local authorities to take reasonable steps to identify the extent to which there are young carers within their area who have needs for support.

This post is filled on a fixed term basis to 31.03.17, with full redundancy entitlement accrued if the post is not renewed/extended. Redundancy costs not included.

£1k Young Carers budget will remain.

Cease contract with London Care Services - £40k

London Care Services is provided by London Councils and used by London boroughs and partner authorities to find quality children's services for children and young people placed away from home. However much of the role undertaken by London Councils previously is now undertaken by the West London Alliance and so to continue with London Care Services would be duplication.

2. Who are the main groups / Protected Characteristics that may be affected by your proposals? (✓ all that apply)	Residents / Service Users	✓	Partners		Stakeholders	
	Staff	✓	Age	✓	Disability	
	Gender Reassignment		Marriage and Civil Partnership		Pregnancy and Maternity	
	Race		Religion or Belief		Sex	
	Sexual Orientation		Other			
3. Is the responsibility shared with another directorate, authority or organisation? If so: <ul style="list-style-type: none"> Who are the partners? Who has the overall responsibility? How have they been involved in the assessment? 	No, the responsibility is not shared with another Directorate, authority or organisation.					

Stage 2: Evidence & Data Analysis

4. What evidence is available to assess the potential impact of your proposals? This can include census data, borough profile, profile of service users, workforce profiles, results from consultations and the involvement tracker, customer satisfaction surveys, focus groups, research interviews, staff surveys, press reports, letters from residents and complaints etc. Where possible include data on the nine Protected Characteristics. (Where you have gaps (data is not available/being collated for any Protected Characteristic), you should include this as an action to address in your Improvement Action Plan at Stage 6)

Protected Characteristic	Evidence	Analysis & Impact																
Age (including carers of young/older people)	Children's Services Employees extract summative equalities snapshot 31.03.16 are provided below. <table border="1" data-bbox="465 1050 945 1425"> <thead> <tr> <th>Age Range 31.03.16 snapshot Children's Extract</th> <th>%</th> </tr> </thead> <tbody> <tr> <td>16 to 24</td> <td>2.76%</td> </tr> <tr> <td>25 to 34</td> <td>19.63%</td> </tr> <tr> <td>35 to 44</td> <td>24.23%</td> </tr> <tr> <td>45 to 54</td> <td>29.75%</td> </tr> <tr> <td>55 to 64</td> <td>21.78%</td> </tr> <tr> <td>65+</td> <td>1.84%</td> </tr> <tr> <td>Grand Total</td> <td>100.00 %</td> </tr> </tbody> </table>	Age Range 31.03.16 snapshot Children's Extract	%	16 to 24	2.76%	25 to 34	19.63%	35 to 44	24.23%	45 to 54	29.75%	55 to 64	21.78%	65+	1.84%	Grand Total	100.00 %	<p>Updated 31.03.16 snapshot latest summative staffing information is included. The total number of staff affected is very small, so it is unlikely to have impact on any one age group.</p> <p>Service users: Inevitably many of those using services from either or both of Education Services and Children & Young People Service Divisions are young, or carers of the young.</p> <p>The impact on service users will also be considered from performance reporting to minimise adverse impact on all protected characteristics.</p>
Age Range 31.03.16 snapshot Children's Extract	%																	
16 to 24	2.76%																	
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55 to 64	21.78%																	
65+	1.84%																	
Grand Total	100.00 %																	

	<p>NOTE: Employees with multiple jobs are counted only once.</p> <p>Wider community: There are 57,000 children age 0 to 17 years: 23% of Harrow population (source: ONS Mid-Year 2015 Estimates). Over the past 5 years Harrow's children's population is growing at a substantial rate, with the largest increase in 0-4 year olds at 32% Births are increasing year on year with most of the increase coming from the White Other and Asian groups</p> <p>CLA service users: At 3.04.16l around 12% of Harrow's children looked after were under five, 52% were aged 5-15 and 36% were 16-17 years old.</p> <p>Other Ch&YP service users: Over 6,000 children 0 to 5 years accessed Harrow Children's Centres at least once Jan – Aug 2016; over 2,600 were living in Harrow's most deprived areas; some 74% were from Harrow's minority ethnic groups.</p>															
Disability (including carers of disabled people)	<table border="1"> <thead> <tr> <th colspan="2">Disability 31.03.16 snapshot Children's Services Extract</th> </tr> <tr> <th></th> <th>%</th> </tr> </thead> <tbody> <tr> <td>Yes</td> <td>0.61%</td> </tr> <tr> <td>No</td> <td>52.45%</td> </tr> <tr> <td>Prefer not to say (blank)</td> <td>0.61%</td> </tr> <tr> <td></td> <td>46.32%</td> </tr> <tr> <td>Grand Total</td> <td>100.00%</td> </tr> </tbody> </table> <p>Wider community: Approx 1300 pupils receive support through an education, health and care [EHC] plan</p>	Disability 31.03.16 snapshot Children's Services Extract			%	Yes	0.61%	No	52.45%	Prefer not to say (blank)	0.61%		46.32%	Grand Total	100.00%	<p>Updated 31.03.16 snapshot latest summative Children's Services staffing information is included.</p> <p>Individual savings lines cannot be identified since this would easily identify individual staff. It is not possible to analyse.</p> <p>Service Users: Service users may have disabilities. The impact on service users will also be considered from performance reporting to minimise adverse impact on all protected characteristics.</p>
Disability 31.03.16 snapshot Children's Services Extract																
	%															
Yes	0.61%															
No	52.45%															
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Gender Reassignment 31.03.16 snapshot Children's																
	%															

	extract Unknown 100.00% Grand Total 100.00%	staff affected is very small. Not possible to analyse.
Marriage / Civil Partnership	31.03.16 data not currently available Marital Status August 2015 snapshot extract % Single 28.73% Marr. 38.16% Sep. Div. Wid. Unknown 27.63% Grand Total 100.00%	Updated 31.03.16 snapshot latest summative Children's Services staffing information is included. The total number of staff affected is very small and it is not possible to analyse.
Pregnancy and Maternity	Maternity bet. 01/04/14 & 31/03/16 snapshot Children's extract % Yes 5.52% No 94.48% Grand Total 100.00 % Wider community: Harrow has the second lowest teen pregnancy rate (latest 2015 data)	Updated 31.03.16 snapshot latest summative Children's Services staffing information is included. The total number of staff affected is very small and it is not possible to analyse.
Race	Ethnic Group 31.03.16 snapshot Children's extract % BAME 42.64% White 49.39% Unknown 7.98% Grand Total 100.00% Wider community: As at the January 2016 School Census, 86.6% of the school population was classified as belonging to an ethnic group	Updated 31.03.16 snapshot latest summative Children's Services staffing information is included. Individual savings lines cannot be identified since this would easily identify individual staff. The total number of staff affected is very small, so it is unlikely to have impact on any one group. Service user: The small number of deleted posts were identified within the context of minimising impact on any service user ethnic group.

	<p>other than White British, compared to 29.7% in England overall. Children and young people from minority ethnic groups account for approximately 71% of all children living in the Harrow, compared with 55% in London as a whole. The largest minority ethnic group of children and young people in the Borough are “Indian” (32%) and “Other Asian” (28%) (source: GLA 2014 round ethnic group population projections)</p> <p>CLA service users This population diversity is reflected, with over two-thirds of Harrow’s CLA population from BME groups. However, there is an overrepresentation of children of ‘Black’ and ‘Mixed’ ethnicity in our CLA population and an underrepresentation of ‘Asian’ compared with the local population. The local diversity means the proportions of Asian and ‘other’ ethnic groups are substantially higher than London, England and our statistical neighbours. (source: Harrow’s 2015-2017 Placement Sufficiency Strategy)</p>																		
Religion and Belief	<p>Religion 31.03.16 snapshot Children’s extract</p> <table border="1"> <thead> <tr> <th></th> <th style="text-align: right;">%</th> </tr> </thead> <tbody> <tr> <td>Christianity</td> <td style="text-align: right;">20.25%</td> </tr> <tr> <td>Hinduism</td> <td style="text-align: right;"><5%%</td> </tr> <tr> <td>Islam</td> <td style="text-align: right;"><”%</td> </tr> <tr> <td>Judaism</td> <td style="text-align: right;"><1%</td> </tr> <tr> <td>Jainism</td> <td style="text-align: right;"><1%</td> </tr> <tr> <td>Sikh</td> <td style="text-align: right;"><1%</td> </tr> <tr> <td>Buddhism</td> <td style="text-align: right;"><1%</td> </tr> </tbody> </table>		%	Christianity	20.25%	Hinduism	<5%%	Islam	<”%	Judaism	<1%	Jainism	<1%	Sikh	<1%	Buddhism	<1%		<p>Updated 31.03.16 snapshot latest summative Children’s Services staffing information is included. Individual savings lines cannot be identified since this would easily identify individual staff. The total number of staff affected is very small, so it is unlikely to have impact on any one group.</p> <p>Service user: The small number of deleted posts were identified within the context of minimising impact on any service user.</p>
	%																		
Christianity	20.25%																		
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Buddhism	<1%																		

	<table border="1"> <tr> <td>Zoroastrian</td> <td>-</td> </tr> <tr> <td>Other</td> <td><1%</td> </tr> <tr> <td>No Religion/Atheist</td> <td>6.75%</td> </tr> <tr> <td>Unknown</td> <td>64.72%</td> </tr> <tr> <td>Grand Total</td> <td>100.00%</td> </tr> </table> <p>Wider community: Religious diversity is strong in Harrow with the highest number (and proportion) of Hindu followers in the country (25.3%) and the highest number of Jain (2.2%). Harrow's Jewish community is the sixth largest nationally. 37.3% of residents are Christians and 12.5% are Muslims</p>	Zoroastrian	-	Other	<1%	No Religion/Atheist	6.75%	Unknown	64.72%	Grand Total	100.00%	
Zoroastrian	-											
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Sex / Gender	<table border="1"> <tr> <td>Sex</td> <td></td> </tr> <tr> <td>31.03.16 snapshot Children's extract</td> <td>%</td> </tr> <tr> <td>Male</td> <td>20.25%</td> </tr> <tr> <td>Female</td> <td>79.75%</td> </tr> <tr> <td>Grand Total</td> <td>100.00%</td> </tr> </table> <p>CLA service users: Historically, and in line with all but eight authorities in England, the number of girls coming into care (new entrants) in Harrow continues to be lower than the number of boys. Compared to London as a whole and our statistical neighbours, Harrow's proportion of males to females is higher. (source: Harrow's 2015-2017 Placement Sufficiency Strategy)</p>	Sex		31.03.16 snapshot Children's extract	%	Male	20.25%	Female	79.75%	Grand Total	100.00%	Updated 31.03.16 snapshot latest summative Children's Services staffing information is included. Individual savings lines cannot be identified since this would easily identify individual staff. The total number of staff affected is very small, so it is unlikely to have impact on any one group. Service user: The small number of deleted posts were identified within the context of minimising impact on any service user.
Sex												
31.03.16 snapshot Children's extract	%											
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Grand Total	100.00%											
Sexual Orientation	<table border="1"> <tr> <td>Sexual Orientation</td> <td></td> </tr> <tr> <td>31.03.16 snapshot Children's extract</td> <td>%</td> </tr> </table>	Sexual Orientation		31.03.16 snapshot Children's extract	%	Updated 31.03.16 snapshot latest summative Children's Services staffing information is included. Individual savings lines cannot be identified since this would						
Sexual Orientation												
31.03.16 snapshot Children's extract	%											

	Heterosexual	38.65%	easily identify individual staff. The total number of staff affected is very small, so it is unlikely to have impact on any one group.
	Gay Woman/Lesbian	<1%	
	Gay Man	<1%	
	Bi-sexual	<1%	
	Prefer not to say	<2%%	
	Other	-	
	Unknown	58.28%	
	Grand Total	100.00%	

Stage 3: Assessing Potential Disproportionate Impact

5. Based on the evidence you have considered so far, is there a risk that your proposals could potentially have a disproportionate adverse impact on any of the Protected Characteristics?

	Age (including carers)	Disability (including carers)	Gender Reassignment	Marriage and Civil Partnership	Pregnancy and Maternity	Race	Religion and Belief	Sex	Sexual Orientation
Yes	X					X		X	
No		X	X	X	X		X		X

YES - If there is a risk of disproportionate adverse Impact on any **ONE** of the Protected Characteristics, complete a FULL EqIA.

- **Best Practice:** You may want to consider setting up a Working Group (including colleagues, partners, stakeholders, voluntary community sector organisations, service users and Unions) to develop the rest of the EqIA
- It will be useful to also collate further evidence (additional data, consultation with the relevant communities, stakeholder groups and service users directly affected by your proposals) to further assess the potential disproportionate impact identified and how this can be mitigated.
- **NO** - If you have ticked 'No' to all of the above, then go to **Stage 6**
- Although the assessment may not have identified potential disproportionate impact, you may have identified actions which can be taken to advance equality of opportunity to make your proposals more inclusive. These actions should form your Improvement Action Plan at Stage 6

Stage 4: Further Consultation / Additional Evidence

6. What further consultation have you undertaken on your proposals as a result of your analysis at **Stage 3**?

Who was consulted? What consultation methods were used?	What do the results show about the impact on different groups / Protected Characteristics?	What actions have you taken to address the findings of the consultation? E.g. revising your proposals
1 and 2.3 Specific redundancy consultation will be developed, for staff reduction saving proposals which are confirmed following the Dec Cabinet decision.	Given the small number of posts identified for deletion and other budget reductions and proportionate MTFs reduction, no group is disproportionately affected.	Any staff reductions will be managed in line with the Council's policies and procedures, and thus comply with employment law, including seeking to redeploy and provide career support.

Stage 5: Assessing Impact

7. What does your evidence tell you about the impact on the different Protected Characteristics? Consider whether the evidence shows potential for differential impact, if so state whether this is a positive or an adverse impact? If adverse, is it a minor or major impact?					
Protected Characteristic	Positive Impact ✓	Adverse Impact		Explain what this impact is, how likely it is to happen and the extent of impact if it was to occur. Note – Positive impact can also be used to demonstrate how your proposals meet the aims of the PSED Stage 7	What measures can you take to mitigate the impact or advance equality of opportunity? E.g. further consultation, research, implement equality monitoring etc (Also Include these in the Improvement Action Plan at Stage 6)
		Minor ✓	Major ✓		
Age (including carers of young/older people)		✓		<p>Staff no discernible overall impact</p> <p>Service Users:</p> <ul style="list-style-type: none"> • CLA and Adoption Play Therapy Support users risk being minorly impacted, as with any service provided through Education Service Division and Children & Young People Service Division. • Processes for the identification and assessment of young carers should be in place before the post deletion which should minimise impact. • If the reduction of Harrow HSCB funding minorly impacts on services through LSCB then this could also minorly impact on children and young people 	<p>Continue to work with voluntary sector re young carers</p> <p>Continue to promote nationally available services for Adoption Support – monitor requests and outcomes.</p> <p>Mitigation to continue to seek external funding for virtual school.</p>
Disability (including carers of disabled people)		✓		<p>Staff no discernible overall impact</p> <p>Service users:</p> <p>CLA and Adoption Play Therapist Support users risk being minorly impacted, as with any service provided through Education Service Division and Children & Young People Service Division. This is likely to result in delays of service provision, i.e. additional waiting times.</p>	<p>Continue to work with the voluntary sector regarding services for children and young adults with disabilities and young carers.</p> <p>Continue to promote the online Families Resource directory www.harrow.gov.uk/fiso</p> <p>Together with Families may offer a possible small incentivisation for the life of that</p>

				The Young Carers Project Manager post was commissioned for 1 year to work with key stakeholders to improve their identification and support processes for young carers and their families so that they can receive the support they need within the services they are already engaged with. This work is on-going.	timebound, externally funded approach. Within the process of the current Early Intervention Service redesign, a mapping exercise and signposting to the voluntary sector is planned.
Gender Reassignment				Staff no discernible overall impact	
Marriage and Civil Partnership				Staff no discernible overall impact	
Pregnancy and Maternity				Staff no discernible overall impact	
Race		✓		Staff no discernible overall impact Service Users: CLA risk being minorly impacted, as with any service provided through Education Service Division and Children & Young People Service Division.	
Religion or Belief		✓		Staff no discernible overall impact	
Sex		✓		Staff no discernible overall impact Service Users: The number of male CLA exceeds the number of females, minorly impacting on service users from Virtual School, as with any service provided through Education Service Division and Children & Young People Service Division	
Sexual orientation		✓		Staff no discernible overall impact	

8. Cumulative Impact – Considering what else is happening within the Council and Harrow as a whole, could your proposals have a cumulative impact on a particular Protected Characteristic? If yes, which Protected Characteristics could be affected and what is the potential impact?	Yes		No	X
	The cumulative impact on vulnerable children and young people at risk and their families from wider council MTFS reductions impacting on services will be monitored.			

9. Any Other Impact – Considering what else is happening within the Council and Harrow as a whole (for example national/local policy, austerity, welfare reform, unemployment levels, community tensions, levels of crime) could your proposals have an impact on individuals/service users socio economic, health or an impact on community cohesion? If yes, what is the potential impact and how likely is it to happen?	Yes		No	X
	The Early Intervention Service recent redesign included a significant budget reduction (£600k). However the transformed service has children and young people and their families at the centre and these additional MTFS 2017/18 savings identified here are smaller scale, in comparison.			

Stage 6 – Improvement Action Plan

List below any actions you plan to take as a result of this Impact Assessment. These should include:

- Proposals to mitigate any adverse impact identified
- Positive action to advance equality of opportunity
- Monitoring the impact of the proposals/changes once they have been implemented
- Any monitoring measures which need to be introduced to ensure effective monitoring of your proposals? How often will you do this?

Area of potential adverse impact e.g. Race, Disability	Proposal to mitigate adverse impact	How will you know this has been achieved? E.g. Performance Measure / Target	Lead Officer/Team	Target Date
	The actions listed for the Early Intervention Redesign are applicable here.			
Age and Race	Continued monitoring of impact and bid for external funding as mitigations.			

Stage 7: Public Sector Equality Duty

10. How do your proposals meet the Public Sector Equality Duty	
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(PSED) to: 1. Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Equality Act 2010 2. Advance equality of opportunity between people from different groups 3. Foster good relations between people from different groups	These proposals are within the context of maintaining services for vulnerable children and young people and their families, regardless of protected characteristics.
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Stage 8: Recommendation

11. Which of the following statements best describes the outcome of your EqIA (✓ tick one box only)

Outcome 1 – No change required: the EqIA has not identified any potential for unlawful conduct or disproportionate impact and all opportunities to advance equality of opportunity are being addressed.	<input type="checkbox"/>
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Outcome 2 – Minor Impact: Minor adjustments to remove / mitigate adverse impact or advance equality of opportunity have been identified by the EqIA and these are included in the Action Plan to be addressed.	<input checked="" type="checkbox"/>
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Outcome 3 – Major Impact: Continue with proposals despite having identified potential for adverse impact or missed opportunities to advance equality of opportunity. In this case, the justification needs to be included in the EqIA and should be in line with the PSED to have 'due regard'. In some cases, compelling reasons will be needed. You should also consider whether there are sufficient plans to reduce the adverse impact and/or plans to monitor the impact. (Explain this in Q12 below)	<input type="checkbox"/>
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12. If your EqIA is assessed as outcome 3 explain your justification with full reasoning to continue with your proposals.	
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Stage 9 - Organisational sign Off

13. Which group or committee considered, reviewed and agreed the EqIA and the Improvement Action Plan?	Directorate Equalities Task Group Chair		
Signed: (Lead officer completing EqIA)	Carolyn Rogers	Signed: (Chair of DETG)	Johanna Morgan
Date:	26.10.16	Date:	26.10.16
Date EqIA presented at Cabinet Briefing (if required)		Signature of DETG Chair (following Cabinet Briefing if relevant)	