

EQUALITY IMPACT ASSESSMENT - TRAFFORD COUNCIL

A. Summary Details		
1	Title of EIA:	Early Help Delivery Model – Public Consultation
2	Person responsible for the assessment:	John Pearce - Director Service Development - Children, Family & Education
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4	Section & Directorate:	Integrated Commissioning Unit – Children, Families & Well Being
5	Name and roles of other officers involved in the EIA, if applicable:	Elaina Quesada - Commissioning Manager Angela Gibbons – Commissioning Officer Andy Zilkha - Operations Manager (Central) Family Support Team Noel Neilan - Operations Manager (North) Family Support Team Lorraine Webb – Early Help Co-ordinator (South & Central) Lynn Richards – Early Help Co-ordinator (North) Colette Haggis – Early Help Co-ordinator (West)

B. Policy or Function		
1	Is this EIA for a policy or function?	Policy <input type="checkbox"/> Function <input checked="" type="checkbox"/>
2	Is this EIA for a new or existing policy or function?	New <input type="checkbox"/> Existing <input type="checkbox"/> Change to an existing policy or function <input checked="" type="checkbox"/>

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3	What is the main purpose of the policy/function?	<p>Context</p> <p>Trafford Borough Council's Directorate for Children, Families and Wellbeing has less money to provide services for children, young people and families. As a result the Council is having to stop providing some services which can currently be accessed by all children and young people. This means the closure of some services. In view of this Trafford Council ran an independent public consultation about the plans to change children and young people's services across the Borough, which also included feedback from the Council's own consultation events. The proposals, detailed below put forward focus on the most vulnerable children, young people and families and aim to maintain services which affect those most in need. Services which are available to those most in need are termed 'Early Help' services.</p> <p>This document serves to show that the Council gives due regard to the impact of its proposals on groups that share a protected characteristic under the Equality Act 2010. When final plans have been agreed for implementation of the business proposal, the action plan and mitigation outlined in Sections F & G below will be fully put in place.</p> <p>Principles</p> <p>The proposal describes a new model around service delivery for Early Help Services for children and young people aged 0-18 (up to 25 years for vulnerable groups). The proposed delivery model is based on the following principles:</p> <ol style="list-style-type: none">1. The term "Early help" is not just meant in the context of very young children, it is also used to define services that may quickly intervene as problems emerge during any point throughout childhood and adolescence. Early help includes targeted services designed to reduce needs or prevent specific problems from becoming entrenched.2. The Children Centre core offer for children and families will encompass Early Help services for 0-11 years.3. The Early Help core offer for 11-18 year olds will be co-ordinated from a central hub staffed by a multi-disciplinary team.4. Commissioned services will work alongside council and partner agencies to provide interventions to families identified with emerging difficulties.5. These will be underpinned by pathways which describe what professionals need to do when they identify a problem for a child or family.6. Interventions will be targeted to those areas where the early help needs assessment shows highest level of risk.7. A volunteer strategy supported by accreditation and career pathways will provide the support to local groups and community interventions. <p>Currently Early Help services are mainly provided by the Local Authority with some services commissioned out to the Voluntary and Community Sector.</p> <p>Part A: The Proposed New Model for Early Help</p> <p>Services that will be provided under the new proposal include:</p>
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Services for children aged 0-11

Early Help Hub 1: Maintaining Stretford Children's Centre and extending its reach to families.

Early Help Hub 2: Maintaining Partington Children's Centre and extending its reach to families.

These two 0-11 hubs will provide some health services for all children, signpost families to help, and will offer help to children with special educational needs and disabilities. Some children will be assessed and identified as having greater needs. These children will be offered targeted support. Support for parents and for children with mental health problems will also be provided. Further specialist services will include support for children with special educational needs and disabilities, safeguarding support, and a work and skills programme for parents.

Affected services which are at risk of closure under this proposal, for 0-11 years include:

- Old Trafford Children's Centre
- Sale Children's Centre
- Altrincham Children's Centre
- Urmston Children's Centre
- The Small Talk/Tiny Talk Speech and Language Programme
- Stay and Play Provision
- Children's Centre Crèche facilities
- It is not clear at this stage if the provisions at outreach hubs at Leithwaite and Lime Tree are included in this proposal
- It is unclear if jointly funded programmes/posts such as Bookstart are included in this proposal – this may be impacted upon by the Libraries consultation

Including all age provision of:

- Relate Family Support
- Catch 22 Family Support
- Homestart Family Support
- Action for Children's 'Trafford Time Out Project' (Young carers)
- Salford Foundation's 'Trafford Engage' (Intensive mentoring)

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Services for children and young people 11-18

Early Help Hub 3: Maintaining the Talkshop in Sale and extending its reach across the borough. This centre will provide: information, advice and guidance; a sexual health clinic; and a drug and alcohol service for all young people. In addition it will provide: targeted support for teenage parents; Connexions guidance; accommodation support; education welfare and street based youth work will be provided from the base. Specialist programmes will be provided for child sexual exploitation, sexual health, and young people missing from home.

Affected services which are at risk of closure under this proposal, for 11-18 years include:

- Old Trafford Youth Centre
- Lostock Youth Centre
- Partington Youth Centre
- Broomwood Youth Centre
- Sale West Youth Centre
- Davyhulme Youth Centre
- Gorse Hill Studios (see additional information below)
- Street Based youth work
- Duke of Edinburgh, Outdoor Education

Including all age provision (as listed above) of:

- Relate Family Support
- Catch 22 Family Support
- Homestart Family Support
- Action for Children's 'Trafford Time Out Project' (Young carers)
- Salford Foundation's 'Trafford Engage' (Intensive mentoring)

Work is underway with Gorse Hill Studio to help ensure its future which includes the option to become a Community Interest Company. Indications are that it is very likely that Gorse Hill Studio will transition into a new entity and remain. However if unsuccessful, the centre will close. The other children's centre and youth centre buildings may be leased or asset transferred to members of the Voluntary and Community Sector or local community groups. If these options are not possible they will close and the buildings will need to be disposed of.

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		<p><u>3. A volunteer workforce</u> A volunteer strategy will be implemented to recruit, train and develop a volunteer pool to work across Trafford alongside the paid workforce supporting Early Help for children and young people.</p> <p>Part B: The delivery of Early Help services by the Local Authority A Local Authority commissioner will lead the provision of integrated Early Help services. The providers of these services may be a mixture of Local Authority in-house services which already exist, and external voluntary sector providers who the council would buy services from. The Council is working with its partners to encourage them to contribute to funding services going forward. Existing services provided by the council will be re-designed around the new model, which will require staff consultation, and the Voluntary and Community sector services would be terminated at the end of the financial year 2014/15 and a new tender process undertaken to put in place new contracts from April 2015 onwards.</p> <p>It is important to note that the affected services cover the areas of; children’s centres, youth service and commissioned services under the Early Help Framework. Other services are not in scope for this proposal and consultation however current integrated working arrangements mean there may be an impact on other existing service. For example the affected services have existing working links with The Youth Offending Service, Stronger Families, Child and Adolescent Mental Health Service, Day Nurseries. It is not known what this impact will be until the outcome of the public consultation is known.</p>
4	Is the policy/function associated with any other policies of the Authority?	<p>Yes, the function reflects policies and priorities within the Children, Families and Wellbeing Directorate including all policies and procedures relating to Safeguarding – from the Trafford Safeguarding Childrens Board http://www.tscb.co.uk/procedures/overarching-policy-framework-principles-and-values.aspx. The Early Help Strategy and the Childrens Centre Advisory Forums which direct on core purpose, statutory duties, shared responsibilities and priorities.</p>
5	Do any written procedures exist to enable delivery of this policy/function?	<p>Yes, there are a number of procedures associated to the delivery of this function in particular Sure Start Statutory Guidance for Children’s Centres/The Department of Education guidance on the changes to Children’s Centres (which includes core purpose, Ofsted inspection framework (children’s centre and single inspection) and the Childcare Act 2006.</p>

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6	Are there elements of common practice not clearly defined within the written procedures? If yes, please state.	No
7	Who are the main stakeholders of the policy? How are they expected to benefit?	<p>Stakeholders</p> <ul style="list-style-type: none"> • Children and Young People in Trafford aged 0-18 (up to 25 for young people with disabilities) • Parents and carers • Schools • Colleges • Wider Children, Family and Well Being services • Partner Agencies including; Housing providers, Leisure Trust, Police, Job Centre Plus, childcare providers and training providers • Voluntary and community organisations • All staff working in any service highlighted by the proposals. • Expectant parents • Advisory boards • Children in Care • Care Leavers <p>Benefits to stakeholders:</p> <ul style="list-style-type: none"> • Focus on the most vulnerable children and young people • More co-ordination across services and new ways of working • Meeting new people from other areas of the borough • Wider reach for the Talkshop <p>Benefits to staff:</p> <ul style="list-style-type: none"> • Enhance skills and knowledge through the integrated working with partner agencies including the voluntary and community sector • A core service still remains

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		<ul style="list-style-type: none"> Targeted support for vulnerable children
8	How will the policy/function (or change/improvement), be implemented?	<ul style="list-style-type: none"> Through consultation and analysis of feedback from services users, stakeholders and staff. Recruitment process into new staffing structures Staff being offered voluntary redundancy or early retirement The establishment of a Volunteer Co-ordinator post to recruit and match expertise and experience to the most relevant service area.
9	What factors could contribute or detract from achieving these outcomes for service users?	<ul style="list-style-type: none"> The outcome of the consultation could change the proposed configuration. Resistance from public & staff when implementing any change. As services and resources will be focused on the most vulnerable or minority groups, we need to ensure that children, young people and families who (traditionally) do not meet either criteria receive support as and when needed.
10	Is the responsibility for the proposed policy or function shared with another department or authority or organisation? If so, please state?	The proposal seeks to re-shape the Councils 'Early Help' offer which includes changes to the existing delivery model for Children's Centres, Youth Service, Connexions and Education Welfare and Early Help commissioned services to support a hub delivery model to our most vulnerable families – all of these services are currently run by Trafford Council (Children, Families and Well Being Directorate).

C. Data Collection

1	What monitoring data do you have on the number of people (from different equality groups) who are using or are potentially impacted	<p>From the 56,000 children and young people recorded in the 2011 census for Trafford, 56.1% (31,720) fall into the 0-10 category and 43.1% (24,780) fall into the 11-18 category. These are approximate figures as the data is collated in different subsets (0-4 years, 5-9 years, 10-14 years and 15-19 years). A demographic breakdown from those people who engage in the public consultation is provided in Appendix 1 of this document.</p> <p>The Youth Service collates the total number of individuals registered with the service and keeps a count of the number of contacts through the range of delivery methods. Other demographics available were age and gender, with some continuing interrogation of the Connexions service system to identify those young people who are pregnant or disabled.</p>
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	upon by your policy/function?	<p>Children’s Centre’s continue to collect the data below however due to the migration to the new system in September 2014 this data is not available as it still awaits data cleansing and inputting and for a reporting mechanism to be agreed and implemented. However the following characteristics are collated from each registration.</p> <ul style="list-style-type: none"> • Age – collected including data on young parents • Disability – collected • Sex – collected including information on fathers/males • Race – ethnicity collected <p>Commissioned Services</p> <p>The commissioned services have begun to collect data against; age, race and disability which is available from the contract manager however as there is no new proposal around the commissioned services, this data will be used to refresh the needs assessment and commission new services based on the need.</p>																																																																																
2	Please specify monitoring information you have available and attach relevant information*	<p>Youth Service attendance and demographics:</p> <table border="1" data-bbox="539 746 1570 1410"> <thead> <tr> <th></th> <th>Male</th> <th>Female</th> <th>Other</th> <th></th> </tr> </thead> <tbody> <tr> <td>Bangladeshi</td> <td>2</td> <td>3</td> <td>0</td> <td></td> </tr> <tr> <td>Black African</td> <td>28</td> <td>24</td> <td>0</td> <td></td> </tr> <tr> <td>Black Caribbean</td> <td>80</td> <td>78</td> <td>0</td> <td></td> </tr> <tr> <td>Chinese</td> <td>10</td> <td>21</td> <td>0</td> <td></td> </tr> <tr> <td>Indian</td> <td>38</td> <td>30</td> <td>0</td> <td></td> </tr> <tr> <td>No Information</td> <td>348</td> <td>465</td> <td>0</td> <td></td> </tr> <tr> <td>Not Known</td> <td>66</td> <td>93</td> <td>56</td> <td></td> </tr> <tr> <td>Other</td> <td>40</td> <td>42</td> <td>5</td> <td></td> </tr> <tr> <td>Other Asian Background</td> <td>30</td> <td>9</td> <td>0</td> <td></td> </tr> <tr> <td>Other Black Background</td> <td>16</td> <td>33</td> <td>0</td> <td></td> </tr> <tr> <td>Other Mixed Background</td> <td>46</td> <td>111</td> <td>0</td> <td></td> </tr> <tr> <td>Other White Background</td> <td>19</td> <td>60</td> <td>0</td> <td></td> </tr> <tr> <td>Pakistani</td> <td>32</td> <td>36</td> <td>0</td> <td></td> </tr> <tr> <td>Refused</td> <td>34</td> <td>33</td> <td>0</td> <td></td> </tr> <tr> <td>White & Asian</td> <td>4</td> <td>12</td> <td>0</td> <td></td> </tr> </tbody> </table>		Male	Female	Other		Bangladeshi	2	3	0		Black African	28	24	0		Black Caribbean	80	78	0		Chinese	10	21	0		Indian	38	30	0		No Information	348	465	0		Not Known	66	93	56		Other	40	42	5		Other Asian Background	30	9	0		Other Black Background	16	33	0		Other Mixed Background	46	111	0		Other White Background	19	60	0		Pakistani	32	36	0		Refused	34	33	0		White & Asian	4	12	0	
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White & Black African	2	9	0	
White & Black Caribbean	54	126	0	
White British	1838	1901	0	
White Irish	12	21	0	
	2699	3107	61	5867
These figures focus on the existing target age group of 13-19 years and does not include a total of 14,555 contacts which could include the same individual attending numerous sessions.				

Children's Centres

As stated above due to the new data management system for children's centres the only official figure that can be provided at this stage is the number of registered families living in the borough 11,933 = 81% of overall population of 14,696 (GP figures Nov 2011), taken from initial IYSS registration report produced 02/12/2014. Whilst equalities data as listed in the question above is collated we are unable to report on these at this time. The most recent figures which can be referred to are from 2011/2012;

3% of fathers (140 from 4797)

8% of teenage mothers (11 from 135)

15% of lone parents (236 from 1558)

13% of children from BME backgrounds (374 from 2913)

23% of children with disabilities (34 from 143)

Commissioned Services

HomeStart Family Support - 60 families per year

Catch 22 Family Support - 40 families per year

Relate - 20 family support / 40 parenting programme per year

Salford Foundation Intensive Mentoring - 100 young people per year

Young Carers - 100 young people per year

These services have not reached their full year of delivery as yet so annual statistics are not available, quarterly data is available from the contract manager however the information from these services will be used to refresh the needs assessment and inform the commissioning of services in 2015/2016. The services are borough wide and there is no current proposal to try and analyse the impact against the protected characteristics.

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3	If monitoring has NOT been undertaken, will it be done in the future or do you have access to relevant monitoring data?	Data is updated on a quarterly basis. One of the actions resulting from this assessment is to ensure that data collection, analysis and reporting improves in all affected service areas (please see action plan).
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D. Consultation & Involvement

1	Are you using information from any previous consultations and/or local/national consultations, research or practical guidance that will assist you in completing this EIA?	<p>A number of factors were taken into consideration when deciding upon the required savings:</p> <ul style="list-style-type: none"> • Data sets related to Poverty, Indices of Multiple Deprivation, the number of households living in lower super output areas and number of young people aged 13-19 living within each unit footprint (Youth Service) • The Trafford Partnership four neighbourhood locality model • The number of children and young people accessing the service • National Guidance on the core purpose of centres states that centres should have a particular focus on families in greatest need of support, and where possible ‘natural catchment areas’ (Children’s Centres) • The number of children that accessed a centre irrespective of where they lived (Children’s Centres).
2	Please list any consultations planned, methods used and groups you plan to target. (If applicable)	<p>An independent provider evaluated the findings of both Council run consultation events and independently delivered mixed methods of consultation. The consultation ran for six weeks from 3rd November 2014 – 12th December 2014. The independent provider contributed to shaping consultation questions and in total, seven consultation media were developed to ensure that the maximum number of people were able to participate in the consultation process. These were:</p> <ol style="list-style-type: none"> 1. Online and hard copy surveys 2. Street surveys 3. Drop in sessions 4. Focus groups 5. Emails, letters and telephone calls 6. Council consultation event feedback cards across the borough

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		<p>7. Advisory and other meeting feedback</p> <p>All events were advertised on a consultation website attached to the Council website. In addition, the information was disseminated via a range of forums and services (see Appendix 2). The managers and staff of affected services were committed to circulating the information on to service users. In the week of the 24th November the Council sent out a press release to increase interest in the consultation events.</p> <p>Consultation summary</p> <ul style="list-style-type: none"> • Available data suggests that the reach that exceeded 2367 people in the Borough. • The consultation engaged and elicited the views of 1657 people. • These were of mixed ages, 72% female, 86% heterosexual, 78% not disabled, 79% White British and 84% service users.. <p>There were 346 feedback comments on the Early Help Proposals. Every effort was made to make these events accessible and inclusive. Members of the public could request in advance any particular needs which would be accommodated, for example a hearing loop, a translator.</p>
3	<p>**What barriers, if any, exist to effective consultation with these groups and how will you overcome them?</p>	<ul style="list-style-type: none"> • Additional sessions were delivered at Trafford \College to ensure young people aged 19-25 with disabilities could contribute. • An easy reading version of the public document was requested but it was felt that the role of the drop in and focus groups was to ensure that a facilitator could explain the content and ensure it was fully understood and that responses were accurately recorded. • It was felt the range of activities covered a reasonable number of locations across the borough and for those that did not want face to face discussions could also feedback as anonymous individuals using both online or hard copy information. • It was important to ensure where possible with the different consultation methods, that information on the protected characteristics were collated so it could be seen if this was a fair representation across the general response rate.

***It is important to consider all available information that could help determine whether the policy/ function could have any potential adverse impact. Please attach examples of available research and consultation reports*

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E: The Impact – Identify the potential impact of the policy/function on different equality target groups

The potential impact could be negative, positive or neutral. If you have assessed negative potential impact for any of the target groups you will also need to assess whether that negative potential impact is high, medium or low

	Positive	Negative (High, Medium or Low)	Neutral	Reason
Gender – both men and women, and transgender;		■ Medium		The proposals may affect fathers, male partners and male carers and will impact on pregnant women seeking ante natal support through the young mums group run via the youth service and also those seeking post natal support via the children’s centres. These women may need to travel further or face reduced provision with longer waiting times or no provision. Children’s centres also provide specific sessions and target fathers who are traditionally known to engage less in family support services, with a reduced provision and the need to travel and lower presence in a locality this may reduce the ability to engage fathers and male carers as a group.
Pregnant women & women on maternity leave		■ Medium		The proposals <i>may</i> affect male partners but will impact on pregnant women seeking ante natal support through the young mums group run via the youth service and also those seeking post natal support via the children’s centres. These women may need to travel further or face reduced provision with longer waiting times or no provision.
Gender Reassignment			■	Data is not currently collected and no anecdotal information has been provided to support that this proposal will have a positive or negative impact on this group.
Marriage & Civil Partnership			■	Data is not currently collected and no anecdotal information has been provided to support that this proposal will have a positive or negative impact on this group.
Race- include race, nationality & ethnicity (NB: the experiences may be different for different groups)		■ Medium - High		There are a higher number of BME specific needs in Old Trafford in regards to deprivation and a language barrier which is supported by the Index of Multiple Deprivation. The removal of both the current 0-19 provisions there could impact negatively on children and young people from these groups.

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				The next closest youth provision is Gorse Hill which is also at risk of closure. The need to travel further is hindered by the additional costs of this.
Disability – physical, sensory & mental impairments		■ High		<p>There may be barriers to those who are disabled on the following grounds;</p> <ul style="list-style-type: none"> • Families may not be able to access any support at all (taking into consideration the libraries consultation where some of the disability related provision is run from); those who need to wait longer; travel further or travel issues are further negatively impacted on by managing other younger siblings and any specialist equipment needed for transportation. • Recognition that for the younger age group of the 11-18 category, using public transport may not be an option for safety reasons – previously they may have walked to a provision • New locations incorporate a range of environmental factors which would harder impact on children and young people with disabilities for example the new buildings are unfamiliar environments with new people and may not be as accessible as previous venues including car park/drop off/collection points. This also includes those with mental health issues which may include increased anxiety and symptoms around travelling, new environments and new/more people. • The targeted support from Connexions will also be removed as they move to a statutory function and traded service only. However there are a higher proportion of statemented children which will impact negatively if the school does not buy back the service.
Age Group - specify eg; older, younger etc)		■ Medium - High		<p>There is a possibility that bringing people together from across the borough in the 11-18 age group may cause conflict related to historic poor relations between geographical boundaries and gang culture. This is an issue for those involved and creates a safety issue for others using the provision.</p> <p>There is a risk that there is not equal provision across the age groups with in particular for the 5-11 age group who now join a service which was previously focussed on under 5 provision.</p>

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				<p>There is a possibility that the types of activities undertaken by young people such as dance and sports activities would not be accommodated in smaller buildings providing a service for children and young people from across the whole borough.</p> <p>The resource for all age groups will decrease but the responsibilities of those currently responsible for 0-5's will also grow (to encompass 5-11's) – this will negatively impact on the 0-5 age group as the resource must be stretched further to meet all statutory duties.</p>
Sexual Orientation – Heterosexual, Lesbian, Gay Men, Bisexual people		<p>■ Medium</p>		<p>There is a risk that those young people who currently seek support at their local centres may not feel comfortable travelling to a specific provision or want to be part of a larger group. Currently those young people can be supported through one to one work.</p>
Religious/Faith groups (specify)		<p>■ Low</p>		<p>There is a risk that with the closure of certain venues which are seen in the community as neutral venues this may limit access for those from religious or faith groups.</p>

As a result of completing the above what is the potential negative impact of your policy?

High ■ Medium □ Low □

F. Could you minimise or remove any negative potential impact? If yes, explain how.	
Gender – both men and women, and transgender;	In developing the new model for early help delivery, commissioners need to consider options to increase targeted outreach sessions to fathers and male carers as well as expectant and new mothers. The resource available needs to consider appropriate supervision and training to better understand and address the needs of women and men in the family context and ensure that families know what services are on offer in their locality via the 'local offer' which is available via the Trafford Directory http://www.trafforddirectory.co.uk/kb5/trafford/fsd/home.page .
Pregnant women & women on maternity leave	As above
Gender Reassignment	None

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Marriage & Civil Partnership	None
Race- include race, nationality & ethnicity (NB: the experiences may be different for different groups)	In developing new model consider option to increase targeted outreach sessions and explore resource to provide staff appropriate supervision and training to better understand how the needs of people may differ based on race and including colour, nationality, ethnic or national origin. This is of particular importance in the North of the borough in Old Trafford. To mitigate the identified negative impact at this point in the proposals would be to develop better working relationships with partner agencies and the voluntary and community to help identify alternative venues for service delivery and understand where there are gaps in provision and how they can be met.
Disability – physical, sensory & mental impairments	<p>Ensure children, young people with disabilities and their families are clear on what services in Trafford they can access – this can be done via the Trafford Directory (see above). The Directory lists a ‘local offer’ or services in line with the Special Educational Needs and Disability reforms which is continually building on the content of the offer/service directory and improve the ways it is promoted to children, young people and their families. Within the ‘local offer’ section of the directory there should be options to signpost for both travel options and financial assistance and scope for additional independent travel training for those aged 19-25 and needing to travel further or for those in the younger end of the 11-18 age range could be explored. In developing the new model, commissioners must consider the points raised for disabled children and young people in the consultation when planning and pay particular attention to transition to the new model.</p> <p>For example this may include offering visits to new locations out of hours when less people are present, the opportunity to visit as a group, showing photographs of new provisions and working with groups around their feelings towards the change. Ensure the new model accommodates the transition of young people travelling to and spending time in different areas of the borough. This may entail focussed sessions with youth workers for the 11-25 age range so it is understood by all service users what the local offer is. Targeting commissioned provisions to meet the specific gaps of these groups where they cannot be met within the core functions because of the specialist nature.</p>
Age Group - specify e.g.; older, younger etc.)	In developing the detail of the new model, ensure the 5-11 year old age group is given particular attention in terms of the local offer, commissioning of new services and working with partners to delivery services. Develop better working relationships with partner agencies and the voluntary and community sector to identify needs and alternative services Ensure the new model accommodates the transition of young people travelling to and spending time in different areas of the borough. This may entail focussed sessions with youth workers for the 11-25 age range so it is understood by all service users what the local offer is. Targeting commissioned provisions to meet the specific gaps of these groups where they cannot be met within the core functions because of the specialist nature.

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Sexual Orientation – Heterosexual, Lesbian, Gay Men, Bisexual people	Targeting commissioned provisions to meet the specific gaps in service where they cannot be met within the core functions because of the specialist nature.	
Religious/Faith groups (specify)	Develop better working relationships with partner agencies and the voluntary and community sector to identify needs, alternative services and delivery points.	
Please note; once the outcome of the public consultation is known and subsequent decisions have been made, it will then be possible to identify the negative impacts and create actions to mitigate.		
Also consider the following:		
1	If there is an adverse impact, can it be justified on the grounds of promoting equality of opportunity for a particular equality group or for another legitimate reason?	No
2	Could the policy have an adverse impact on relations between different groups?	Unknown
3	If there is no evidence that the policy <i>promotes</i> equal opportunity, could it be adapted so that it does? If yes, how?	No

G. EIA Action Plan

Recommendation	Key activity	When	Officer Responsible	Links to other Plans eg; Sustainable Community Strategy, Corporate Plan, Business Plan	Progress milestones	Progress
Improve data collection, recording and analysis.	All affected services to begin or continue to collate data to ensure the access is representative across	On-going from development of new delivery model, to be written into all	Lead commissioner to include in developments.	Joint Strategic Needs Assessment Early Help Needs Assessment	Commissioning April – June 2015 Operational and	

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	the borough & provide a clear pathway for highlighting delivery concerns for any protected characteristic group.	service specifications and monitored by Performance & Partnerships with a reporting mechanism to include both operational and commissioning leads.	Lead operational staff to collate and record data. Lead Performance Officer to create reporting schedule. Named officers to be assigned.	All statutory reporting routes.	Performance leads from implementation date of new model onwards. Key reporting date to be first quarter of delivery and on an on-going quarterly basis.	
Partnership Working	Develop better working relationships with partner agencies and the voluntary community sector to identify needs and alternative services which includes a commitment to sourcing neutral venues for service delivery.	Task complete in January 2015. On-going from new model implementation on a quarterly basis.	Commissioning to work with providers in sharing data analysis from contract management which relates to equalities and fits with mixed model of delivery. Operational staff to share information with each other and commissioning staff where local knowledge provides	Links to Early Help Project Plan specific task around listing all available delivery venues across Trafford. Ensure there are quarterly requests by commissioning lead for updates and documents available for all to access.	Milestone Up to date list of venues from end of January 2015. Service specifications including requirements form the beginning of new model delivery.	

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			solutions to equality issues.			
Development and promotion of the local offer/service directory	Ensure there is a comprehensive local offer that is accessible to all with options to signpost for both travel options and any available financial assistance.	On-going	Family Information Service in partnership with operational staff. Trafford Directory service to explore transport links and financial support sections of directory.	Links to local offer duty		
Equality considerations and action plan to inform development of new delivery model post consultation.	Ensure issues identified in the EIA are incorporated into refreshed needs assessment and Early Help Strategy – leading to stipulations within new service specifications. This includes exploring any potential gaps for: children aged 5-11 years, disabled children and young people and taking	Post consultation and prior to new delivery model implementation . April 1 st 2015.	Commissioning leads with support of operational leads.	Joint Strategic Needs Assessment Early Help Needs Assessment All statutory reporting routes. Public consultation response and Equality Impact Assessment.	Service specifications which seek to minimise negative impact on protected characteristics groups.	

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	<p>travel needs into account, as outline above in Section F.</p> <p>Consider option to increase targeted outreach sessions and explore resource to provide staff appropriate supervision and training to better understand and address the needs of groups with protected characteristics</p>					
<p>Clarify if there is specific allocations/ dedicated resource to any particular group in the new model</p>	<p>Targeting commissioned provisions to meet the specific gaps of these groups where they cannot be met within the core functions because of the specialist nature.</p>	<p>Post consultation</p>	<p>Director and Senior Management</p>	<p>Joint Strategic Needs Assessment</p> <p>Early Help Needs Assessment</p> <p>All statutory reporting routes.</p>	<p>The inclusion of equality specific provision within service specifications if agreed.</p>	

Please ensure that all actions identified are included in the attached action plan and in your service plan.

Signed *Angela Gibbons*
 Lead Officer: Angela Gibbons
 Date 12/01/15


 Signed
 Service Head Jill Colbert
 Date 12/01/15

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Appendix 1: Demographics of those who engaged in consultation activity

Medium	Respondents	Reach	Gender	Age	Sexuality	Ethnicity	Disability
Surveys	328	1152	Male 23% Female 73% Other 2% Did not say 2%	Under 19 23% 20-29 13% 30-39 31% 40-49 21% 70 or older 0% Did not say 3%	Heterosexual/Straight 85% Gay/Lesbian 1% Bisexual 2% Other 4% Did not say 8%	White British 77% White Irish 1% White & Black African 1% White & Black Caribbean 3% Any other Black African or Caribbean 2% Black African 1% Any other Asian background 2% Any other white 2% Any other mixed 1% Indian 2% Pakistani 2% Did not say 5% Any other mixed or multiple 1%	Non-Disabled 21% Disabled 77% Did not say 2%
Street surveys	89	667	Male 27% Female 73%	Under 19 16% 20s 29% 30s 25% 40s 10% 50s 10% 60s 6% 70 or over 4%	Heterosexual/Straight 92% Gay/Lesbian 3% Other 5%	White English/Welsh/Scottish/Northern Irish/British 84% White Irish 3% White Gypsy or Irish Traveller 2% Any other white background 3% Black British 2% White and Black Caribbean 1% White and Black African 1%	Non-disabled 71% Disabled 7% Did not say 22%

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						White and Asian 1% Did not say 2%	
Drop in sessions	73	548	Male 33% Female 67%	Under 19 1% 20-29 15% 30-39 15% 40-49 25% 50-59 26% 60-69 11% 70 or over 7%	Hetrosexual/Straight 81% Gay/Lesbian 4% Bisexual 1% Other 7% Did not say 7%	White English 88% Pakistani 3% Any other mixed/multiple group 3% Any other Black African 2% Pakistani/British 1% Bangladeshi 1% White Irish 1% Any other Asian background 1%	Non-Disabled 85% Disabled 14% Did not say 1%
Focus groups – Gorse Hill	23	Unknown	Male 30% Female 70%	Under 19 64% 20-29 36%	Did not say 100%	White British 43% Other Black / African 4% White Asian 4% Other Ethnic Group 47%	Non-Disabled 8% Disabled 92%
Focus Group – Trafford College	21	Unknown	Male 52% Female 48%	Unknown	Heterosexual/Straight 4% Other 61% Did not say 33%	White British 76% Pakistani 9% Indian 4% Caribbean 4% Other Ethnic Group 4%	Non-Disabled 14% Disabled 71% Did not say 14%
Emails and letters	968	Unknown	Unknown	Unknown	Unknown	Unknown	Unknown
Council comments	346	Unknown	Unknown	Unknown	Unknown	Unknown	Unknown
Advisory and other meetings	12 meetings / 120	650	Unknown	Unknown	Unknown	Unknown	Unknown

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	people						
Total	1657	In excess of 3017.	Male 26% Female 72%	Under 19 22% 20-29 16% 30-39 26% 40-49 19% 50-59% 60-69 4% 70 or over 2%	Hetrosexual/Straight 86% Gay/Lesbian 2% Bisexual 2% Other 4% Did not say 6%	White British 79% Any other white 1% White Irish 2% White and Black Caribbean 3% Caribbean 1% Any other Black Africa or Caribbean 1% Indian 1% Pakistani 2% Any other Asian 1% Any other ethnic group 2% Did not say 3% Any other mixed or multiple 2%	Non-disabled 78% Disabled 15% Did not say 7%

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Appendices Appendix 2 – Please note this list includes Advisory Forums and meeting groups who were asked to feedback on both the Early Help and Adult Social Care proposals.

Circulation List for Consultation Information

- Ageing Well (50+) Partnership
- Autism Partnership Board
- BME SIP
- Care Consortium
- Carers Services Board
- CCG Transformation Steering Group
- Citizen Reference Board
- Deaf Partnership
- Dementia Strategy Group
- Disability Advisory Group (DAG)
- Diverse Communities Partnership
- Domestic Abuse Delivery Programme Board
- Health and Wellbeing Delivery Programme Board
- Homecare SIP
- ICES Board
- LD/MH Accommodation Forum
- LD Partnership Board
- LD SIP
- Mental Health Forum
- Residential and Nursing Care SIP
- Sexual Health Steering Group
- Supported Accommodation Steering Group
- Trafford Information Network
- Trafford Information Network
- Transition Board
- Early Years and Childcare Advisory Forum
- Reducing Risky Behaviours Advisory Forum
- Maternal and Child Health Advisory Forum
- Emotional Health and Well Being Advisory Forum

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- Complex and Additional Needs plus Transition Advisory Forum
- Education & Training Advisory Forum
- Education, Health and Care Advisory Forum
- Extra Advisory Board meeting for the West area
- Extra Parents Voice meeting for the West area
- Advisory Board: Flixton / Woodsend & Urmston CC
- Advisory Board: Broadheath /Hale & Bowden CC
- Advisory Board: Sale West/Ashton on Mersey CC
- Advisory Board: Partington CC
- Firswood / Old Trafford CC 217
- Parent Forum: Sale Moor / Sale Central
- Parent Forum: Sale West / Ashton on Mersey
- Parents forum: Broadheath and Dunham CC
- Parents forum: Partington CC
- Parents Forums with Deborah Brownlee and Cllr Blackburn
- Advisory Board: Lostock CC
- Parents forum: Sale west CC
- Parents forum: Old Trafford CC
- Parents Forum: Firswood CC
- Early Years Forum
- Lostock Youth centre
- Youth cabinet
- Old Trafford Youth Partnership meeting
- Partington Youth Partnership
- Sale Moor Youth Partnership
- Sale West Youth sub group
- Sale West Street based yp meeting
- Sale Moor Youth Partnership Street based yp meeting
- Broadheath Street based yp meeting
- Targeted Family Support (Emotional Health and Well Being)- Home-start Trafford and Salford
- Targeted Family Support (Debt/Food/Isolation)---Catch 22
- Targeted Parenting Courses and Family Support to vulnerable groups – Relate
- Mentoring Young People - Engage Trafford- (Salford Foundation)

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- Trained Carer Support for Children and Young People with Complex and Additional Needs-Together Trust.
- Short Breaks for Children/Young People with Complex and Additional Needs- Stockport CP
- Trafford Buddy Scheme-National Autistic Society
- Trafford Time Out Project -Action for Children