

EQUALITY ANALYSIS

This Equality Analysis considers the effect of Bury Council/ Bury CCG activity on different groups protected from discrimination under the Equality Act 2010. This is to consider if there are any unintended consequences for some groups from key changes made by a public body and their contractor partners organisations and to consider if the activity will be fully effective for all protected groups. It involves using equality information and the results of engagement with protected groups and others, to manage risk and to understand the actual or potential effect of activity, including any adverse impacts on those affected by the change under consideration.

For support with completing this Equality Analysis please contact corporate.core@bury.gov.uk / 0161 253 6592

SECTION 1 – RESPONSIBILITY AND ACCOUNTABILITY	
Refer to Equality Analysis guidance page 4	
1.1 Name of policy/ project/ decision	CYP Family Safeguarding Model
1.2 Lead for policy/ project/ decision	Lead Member, Children and Young People
1.3 Committee/Board signing off policy/ project/ decision	Cabinet
1.4 Author of Equality Analysis	<i>Name: Jeanette Richards Role: DCS Contact details: j.richards@bury.gov.uk</i>
1.5 Date EA completed	
1.6 Quality Assurance	<i>Name: Role: Contact details: Comments:</i>
1.7 Date QA completed	
1.8 Departmental recording	<i>Reference: Date:</i>
1.9 Next review date	

SECTION 2 – AIMS AND OUTCOMES OF POLICY / PROJECT	
Refer to Equality Analysis guidance page 5	
2.1 Detail of policy/ decision being sought	<p>Within Children’s social care there is a requirement imposed upon us by the DfE to improve the quality of practice in order to ensure that children are safeguarded and that support to families is effective, these are the pre-requisites of achieving improved outcomes for the children of Bury.</p> <p>Family Safeguarding has been identified within the independent review of Children’s services 2022 as best practice. The model has been independently evaluated and an evidential evaluation indicates improved outcomes for children and parents by successfully reducing risk of harm to children; this leads to a reduction in entry to care, and cost avoidance by</p>

	<p>those authorities that have fully implemented the model as outlined in the full Business case. Successful implementation of the model will result in cost avoidance to the Council. The Department for Education (DfE), Independent advisor and regional improvement lead support Bury in adopting this model because of its evidential base and because of the need to evidence improvement. The DfE have made available of sum of £140k grant funding to support with set up costs and have indicated that they would, via an improvement grant, fund the cost of Hertfordshire acting as Sector Led Improvement Partners to support implementation of the model which is estimated to take 10 months.</p>
<p>2.2 What are the intended outcomes of this?</p>	<p>Family Safeguarding is a whole family approach to working with children and their families that supports parents to create sustained change for themselves and their family. There is clear evidence that outlines the benefits for families and the organisations working with families</p>

SECTION 3 – ESTABLISHING RELEVANCE TO EQUALITY & HUMAN RIGHTS Refer to Equality Analysis guidance pages 5-8 and 11 Please outline the relevance of the activity/ policy to the Public Sector Equality Duty		
General Public Sector Equality Duties	Relevance (Yes/No)	Rationale behind relevance decision
3.1 To eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by Equality Act 2010	Yes	As with change in policy / procedure / service model, we need to ensure that staff are treated fairly and are not discriminated against by ensuring full training is provided.
3.2 To advance equality of opportunity between people who share a protected characteristic and those who do not.	Yes	It is vital that we retain strong and experienced staff within Children’s Services. As such, a bespoke recruitment and retention strategy has been developed across Children’s Social Care and work is ongoing to consider training opportunities to upskill and develop staff (apprenticeship levy)
3.3 To foster good relations between people who share a protected characteristic and those who do not	Yes	This proposed service remodel is referenced in the Children’s Improvement A communications plan has been developed with regular communication activity having commenced in order to ensure regular communication with staff and full training in the model will be provided
3.4 Please outline the considerations taken, including any mitigations, to ensure activity is not		

detrimental to the Human Rights of any individual affected by the decision being sought.

Human Rights Flow Chart has been followed with a response to no at all areas, however formal consultations will be carried out to ensure there is no unlawful discrimination in the appointment / slotting in of individuals to new roles

SECTION 4 – EQUALITIES DATA

Refer to Equality Analysis guidance page 8

Protected characteristic	Outcome sought	Base data	Data gaps (to include in Section 8 log)
4.1 Age	A workforce of experienced staff with allows for progression	The Recruitment and retention policy and training plan for this model of practice will assist with this	
4.2 Disability	No discrimination in training of this model	A full training plan will be developed	
4.3 Gender	No discrimination in training of this model	A full training plan will be developed	
4.4 Pregnancy or Maternity	No discrimination	Council Policy in place	
4.5 Race	No discrimination	Council Policy in place	
4.6 Religion and belief	No discrimination	Council Policy in place	
4.7 Sexual Orientation	No discrimination	Council Policy in place	
4.8 Marriage or Civil Partnership	No discrimination	Council Policy in place	
4.9 Gender Reassignment	No discrimination	Council Policy in place	
4.10 Carers	No discrimination	Council Policy in place	
4.11 Looked After Children and Care Leavers	To support our looked after children and Care Leavers	Council Policy in place	
4.12 Armed Forces personnel including veterans	No discrimination	Council Policy in place	
4.13 Socio-economically vulnerable	No discrimination	Council Policy in place	

SECTION 5 – STAKEHOLDERS AND ENGAGEMENT

Refer to Equality Analysis guidance page 8 and 9

	Internal Stakeholders	External Stakeholders
5.1 Identify stakeholders	Children's Services Staff	Wider council staff, School Staff, Partner Agencies, Service Users,
5.2 Engagement undertaken	The proposals have been developed with the DCS, Director of Education, Director of Practice Improvements, Assistant Director of Early Help, HR Business Partner and the Finance Business Partner Initial proposal taken to Council Executive.	Not undertaken until agreement to progress is received

	Not undertaken any further consultation until agreement to progress is received	
5.3 Outcomes of engagement	Initial proposals have been agreed in principle by Executive and progress to Cabinet	n/a
5.4 Outstanding actions following engagement (include in Section 8 log)	Full staff consultation	Final proposals to be shared with Wider council staff, School Staff, Partner Agencies, Service Users

SECTION 6 – CONCLUSION OF IMPACT

Refer to Equality Analysis guidance page 9

Please outline whether the activity/ policy has a positive or negative effect on any groups of people with protected inclusion characteristics

Protected Characteristic	Positive/ Neutral Negative/	Impact (include reference to data/ engagement)
6.1 Age	Positive	This proposal will improve the well being of all young children
6.2 Disability	Positive	This proposal will improve the well being of all young children
6.3 Gender	Positive	This proposal will improve the well being of all young children
6.4 Pregnancy or Maternity	Positive	This proposal expands on our early help approach and PSR and will provide help and support to the parents of unborn children
6.5 Race	Positive	This proposal will improve the well being of all young children
6.6 Religion and belief	Positive	This proposal will improve the well being of all young children
6.7 Sexual Orientation	Positive	This proposal will improve the well being of all young children
6.8 Marriage or Civil Partnership	Positive	This proposal will improve the well being of all young children
6.9 Gender Reassignment	Positive	This proposal will improve the well being of all young children
6.10 Carers	Positive	This proposal will improve the well being of all young children; it also provides additional support to our foster carers
6.11 Looked After Children and Care Leavers	Positive	This proposal expands our support to children in care and care leavers, and seeks to reduce the numbers of children coming into local authority care
6.12 Armed Forces personnel including veterans	Positive	This proposal will improve the well being of all young children and their families,
6.13 Socio-economically vulnerable	Positive	This proposal will improve the well being of all young children and their families
6.14 Overall impact - What will the likely	Positive	

overall effect of your activity be on equality, including consideration on intersectionality?	
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SECTION 7 – ACTION LOG			
Refer to Equality Analysis guidance page 10			
Action Identified	Lead	Due Date	Comments and Sign off (when complete)
7.1 Actions to address gaps identified in section 4			
n/a			
7.2 Actions to address gaps identified in section 5			
Full Staff Consultation	DCS /		
7.3 Mitigations to address negative impacts identified in section 6			
n/a			
7.4 Opportunities to further inclusion (equality, diversity and human rights) including to advance opportunities and engagements across protected characteristics			
n/a			

SECTION 8 - REVIEW			
Refer to Equality Analysis guidance page 10			
Review Milestone	Lead	Due Date	Comments (and sign off when complete)
Agreement by Cabinet	Lead Member Children's Services	July 2022	
Full briefing about the model to be provided to staff	DCS	TBC	
Full training plan to be developed	DCS	TBC	
Implementation	DCS	TBC	

Please make sure that every section of the Equality Analysis has been fully completed. The author of the EA should then seek Quality Assurance sign off and departmental recording.

SECTION 9 – QUALITY ASSURANCE		
Refer to Equality Analysis guidance page x		
Consideration	Yes/No	Rationale and details of further actions required
Have all section been completed fully?		

Has the duty to eliminate unlawful discrimination, harassment, victimization and other conducted prohibited by the PSED and Equalities Act been considered and acted upon?		
Has the duty to advance equality of opportunity between people who share a protected characteristic and those who do not been considered and acted upon		
Has the duty to foster good relations between people who share a protected characteristic and those who do not, been consider and acted upon		
Has the action log fully detailed any required activity to address gaps in data, insight and/or engagement in relation to inclusion impact?		
Have clear and robust reviewing arrangements been set out?		
Are there any further comments to be made in relation to this EA		