

## PART A - Initial Equality Screening Assessment

As a public authority we need to ensure that all our strategies, policies, service and functions, both current and proposed have given proper consideration to equality and diversity.

A **screening** process can help judge relevance and provide a record of both the process and decision. Screening should be a short, sharp exercise that determines relevance for all new and revised strategies, policies, services and functions.

Completed at the earliest opportunity it will help to determine:

- the relevance of proposals and decisions to equality and diversity
- whether or not equality and diversity is being/has already been considered, and
- whether or not it is necessary to carry out an Equality Analysis (Part B).

Further information is available in the Equality Screening and Analysis Guidance – see page 9.

1. Title		
<b>Title: Recommissioning the Public Health Children’s Nursing Service</b>		
<b>Directorate:</b> Public Health	<b>Service area:</b> Commissioning	
<b>Lead person:</b> Anne Charlesworth/Jacqui Wiltchinsky	<b>Contact:</b> <a href="mailto:Anne.charlesworth@rotherham.gov.uk">Anne.charlesworth@rotherham.gov.uk</a> Jacqueline.Wiltschinsky@rotherham.gov.uk	
Is this a:		
<input type="checkbox"/> Strategy / Policy	<input checked="" type="checkbox"/> Service / Function	<input type="checkbox"/> Other
If other, please specify		

2. Please provide a brief description of what you are screening
<p>The Children’s Public Health Nursing Service is being recommissioned due to the current contract coming to an end on 31<sup>st</sup> March 2022. Cabinet are asked to approve an open tender and that the current contract be varied to allow a further 12 months of the contract to mitigate risks caused by the pandemic.</p> <p>To inform the commissioning process, targeted groups are being asked to share</p>

their experiences of the current service. This will enable commissioners to identify potential gaps in service as well as areas of excellence. The information will be used to improve the service design prior to retendering for the service.

This service is funded through Public Health grant and supports the delivery of the Rotherham Health and Wellbeing Strategy which sets out 4 priorities:

- All children get the best start in life and go on to achieve their potential
- All Rotherham people enjoy the best possible mental health and wellbeing and have a good quality of life
- All Rotherham people live well for longer
- All Rotherham people live in healthy, safe and resilient communities

As the provider of a range of universal and targeted services that support the good health of children, young people, carers and families, it is important to ensure that the recommissioning process listens and learns from service users, professionals and partners across Rotherham children’s services.

### 3. Relevance to equality and diversity

All the Council’s strategies/policies, services/functions affect service users, employees or the wider community – borough wide or more local. These will also have a greater/lesser relevance to equality and diversity.

The following questions will help you to identify how relevant your proposals are.

When considering these questions think about age, disability, sex, gender reassignment, race, religion or belief, sexual orientation, civil partnerships and marriage, pregnancy and maternity and other socio-economic groups e.g. parents, single parents and guardians, carers, looked after children, unemployed and people on low incomes, ex-offenders, victims of domestic violence, homeless people etc.

Questions	Yes	No
Could the proposal have implications regarding the accessibility of services to the whole or wider community? <i>(Be mindful that this is not just about numbers. A potential to affect a small number of people in a significant way is as important)</i>	Yes	
Could the proposal affect service users? <i>(Be mindful that this is not just about numbers. A potential to affect a small number of people in a significant way is as important)</i>	Yes	
Has there been or is there likely to be an impact on an individual or group with protected characteristics? <i>(Consider potential discrimination, harassment or victimisation of individuals with protected characteristics)</i>	Yes	
Have there been or likely to be any public concerns regarding the proposal? <i>(It is important that the Council is transparent and consultation is carried out with members of the public to help mitigate future challenge)</i>	Yes	
Could the proposal affect how the Council’s services, commissioning or procurement activities are organised,	Yes	

provided, located and by whom? <i>(If the answer is yes you may wish to seek advice from commissioning or procurement)</i>		
Could the proposal affect the Council's workforce or employment practices? <i>(If the answer is yes you may wish to seek advice from your HR business partner)</i>		No
If you have answered no to all the questions above, please explain the reason		

If you have answered **no** to **all** the questions above please complete **sections 5 and 6**.

If you have answered **yes** to any of the above please complete **section 4**.

#### 4. Considering the impact on equality and diversity

If you have not already done so, the impact on equality and diversity should be considered within your proposals before decisions are made.

Considering equality and diversity will help to eliminate unlawful discrimination, harassment and victimisation and take active steps to create a discrimination free society by meeting a group or individual's needs and encouraging participation.

Please provide specific details for all three areas below using the prompts for guidance and complete an Equality Analysis (Part B).

- **How have you considered equality and diversity?**

*(think about the scope of the proposal, who is likely to be affected, equality related information, gaps in information and plans to address, consultation and engagement activities (taken place or planned) with those likely to be affected)*

The Public Health Children's Nursing Service delivers the National, Public Health England led, Healthy Child Programme (HCP).

The Service is delivered across three tiers:

- Universal (delivered to all families in Rotherham)
- Universal Plus (targeted services designed to give extra support where need has been identified)
- Universal Partnership Plus (targeted services delivered according to need and alongside other partners and professionals)

Service users are:

- Parents and carers of young children
- Children 0-16
- Young people 16-19

The current service can be accessed in various locations including:

- Children's Centres
- Multi-functional locality buildings (North / South / Central)
- Schools
- Service Users' homes
- Virtually (since the onset of COVID 19)

The Service operates a single point of access (SPA) and referrals are disseminated accordingly. The Service also links with other agencies and partners across the 0-19 pathway via the Early Help Assessment (EHA) process.

Working closely with colleagues in Social Care and Early Help the Service aims to be accessible to all relevant groups and play an integral role in supporting the good physical and mental health of Rotherham's children, young people and families.

It is known that poor physical and mental health is disproportionately experienced by some of the most vulnerable members of our local communities and the recommissioned service will aim to address inequality in health as a general principle, and to prioritise certain target groups.

It will be key to ensure that the specification for the recommissioned service clearly sets out the above requirements to ensure equal access and outcomes across all of Rotherham's communities whilst ensuring that no protected equalities group is being unintentionally disadvantaged or excluded.

To ensure that the recommissioning process identifies any barriers to access, gaps in provision or shortfalls in expected outcomes which may have resulted from either the current service design or delivery, comprehensive consultation will be undertaken.

A Consultation plan has been developed which, through the use of management briefings, team meetings, service user questionnaires, market engagement, and partnership events will highlight any areas of weakness or strength in the current service design to inform the tenderer.

- **Key findings**

*(think about any potential positive and negative impact on different equality characteristics, potential to promote strong and positive relationships between groups, potential to bring groups/communities into increased contact with each other, perception that the proposal could benefit one group at the expense of another)*

As an integral service in Rotherham it will be key to consider access and outcomes for the following groups:

- Families with children with special educational needs and disabilities
- Families who live in areas of deprivation
- Young parents
- Children with vulnerabilities such as CSE/CCE
- Looked After Children

- Children, young people and families from BAME communities

The consultation will inform how these groups experience the Service currently.

Intelligence and analysis is required to identify any further groups who should also be subject to consultation to ensure that no protected equalities group is being unintentionally excluded.

Work will be undertaken through partnership meetings to strengthen pathways between agencies and services including voluntary services to support vulnerable groups and to ensure they are supported in a timely manner.

- **Actions**

*(think about how you will promote positive impact and remove/reduce negative impact)*

Date to scope and plan your Equality Analysis:	Planning began 1 <sup>st</sup> October 2020
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Date to complete your Equality Analysis:	September 2021
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Lead person for your Equality Analysis (Include name and job title):	Jacqui Wiltchinsky Head of Health Improvement
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## 5. Governance, ownership and approval

Please state here who has approved the actions and outcomes of the screening:

Name	Job title	Date
Jacqui Wiltchinsky	Head of Health Improvement	11/01/2021
Gill Harrison	Public Health Specialist	11/01/2021
Anne Charlesworth	Head of Public Health Commissioning	11/01/2021
Helen Leadley	Commissioning Manager Children's Services	22/12/2020

## 6. Publishing

This screening document will act as evidence that due regard to equality and diversity has been given.

If this screening relates to a **Cabinet, key delegated officer decision, Council, other committee or a significant operational decision** a copy of the completed document should be attached as an appendix and published alongside the relevant report.

A copy of **all** screenings should also be sent to [equality@rotherham.gov.uk](mailto:equality@rotherham.gov.uk) For record keeping purposes it will be kept on file and also published on the Council's Equality and

Diversity Internet page.	
<b>Date screening completed</b>	12/01/2021
<b>Report title and date</b>	Cabinet report :Public Health Proposals for Recommissioning Public Health Children’s Nursing services for the 0-19 Children’s population.
<b>If relates to a Cabinet, key delegated officer decision, Council, other committee or a significant operational decision – report date and date sent for publication</b>	22/03/2021
<b>Date screening sent to Performance, Intelligence and Improvement</b> <a href="mailto:equality@rotherham.gov.uk">equality@rotherham.gov.uk</a>	18/01/2021