

Appendix 2

PART B – Equality Analysis Form

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.

This form:

- Can be used to prompt discussions, ensure that due regard has been given and remove or minimise disadvantage for an individual or group with a protected characteristic
- Involves looking at what steps can be taken to advance and maximise equality as well as eliminate discrimination and negative consequences
- Should be completed before decisions are made, this will remove the need for remedial actions.

Note – An Initial Equality Screening Assessment (Part A) should be completed prior to this form.

When completing this form consider the Equality Act 2010 protected characteristics 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. – see page 11 of Equality Screening and Analysis Guidance.

1. Title	
Equality Analysis title: Children and Young People’s Services Proposals for Short Breaks Innovation Grant 2023 - 2024	
Date of Equality Analysis 21/08/23	
Directorate: CYPS	Service area: Commissioning
Lead Manager: Mark Cummins	Contact number: 01709 807123
Is this a:	
<input type="checkbox"/> Strategy / Policy	<input checked="" type="checkbox"/> Service / Function
<input type="checkbox"/> Other	
If other, please specify	

2. Names of those involved in the Equality Analysis (Should include minimum of three people) - see page 7 of Equality Screening and Analysis Guidance

Name	Organisation	Role (eg service user, managers, service specialist)
Monica Green	RMBC	Assistant Director Children's Social Care
Helen Sweaton	RMBC	Joint Assistant Director Commissioning, Performance and Inclusion
Carlene Deveroux	RMBC	Head of Service – Locality Social Work

3. What is already known? - see page 10 of Equality Screening and Analysis Guidance

Aim/Scope (who the Policy/Service affects and intended outcomes if known)

This may include a group/s identified by a protected characteristic, others groups or stakeholder/s e.g. service users, employees, partners, members, suppliers etc.)

The report screens the activities undertaken in progressing the successful Department for Education Short Breaks Innovation Fund Application to increase access to short breaks provision for young people with complex SEND needs.

What equality information is available? (Include any engagement undertaken)

Equality information is captured as part of our existing short breaks offer. This includes data of all young people who qualify for a short break. This includes pupil level data such as name, DOB, address, SEND Primary need type, Ethnicity, Gender and detail of the short breaks activity currently being accessed.

Data was used to inform our Short Breaks Innovation Funding Application to meet the identified gap in provision.

There has been wide reaching and ongoing consultation with stakeholders during the bid development and subsequent implementation of the Short Breaks Innovation project.

Parents / Carers Forum
Community engagement
Schools
Young People accessing
Staff

Are there any gaps in the information that you are aware of?

None identified.

What monitoring arrangements have you made to monitor the impact of the policy or service on communities/groups according to their protected characteristics?

A multi – agency Looked After Children’s Strategic Board retains oversight of the project, implementation and impact.

Engagement undertaken with customers. (date and group(s) consulted and key findings)

There has been ongoing engagement throughout the bid planning, award and implementation phases. This has included continuous sessions with stakeholders such as:

- Schools
- CYPS Staff
- Elected members
- Parent/carer forum
- Parents/children who are accessing short break provision
- Neighbouring schools across the authority Wider DfE
- Health Services
- Commissioned Short Break providers

The ongoing engagement has been used as part of the process to bring about the proposals the Short Break Innovation Fund project.

Engagement undertaken with staff (date and group(s) consulted and key findings)

Staff in both the LA and partners have been involved (as above) and where necessary / appropriate this has also included involvement from wider staffing including RMBC HR, legal and Finance.

4. The Analysis - of the actual or likely effect of the Policy or Service (Identify by protected characteristics)

How does the Policy/Service meet the needs of different communities and groups? (Protected characteristics of Age, Disability, Sex, Gender Reassignment, Race, Religion or Belief, Sexual Orientation, Civil Partnerships and Marriage, Pregnancy and Maternity) - see glossary on page 14 of the Equality Screening and Analysis Guidance)

In order that the educational, care and wider support needs of children and young people in the borough with SEND can continue to be met, there is a requirement for some young people to access short break provision. 58 young people in Rotherham access short break provision with 91 young people being in receipt of direct payments.

The Short Breaks Innovation Project will test an innovative approach to short breaks delivery, by developing a new short break hub linked to the current short break residential staff team. The approach will improve access to a short break for young people who are currently struggling to access due to their complex SEND needs.

Does your Policy/Service present any problems or barriers to communities or Groups?

No – the Short Breaks Innovation Fund Grant are for young people in Rotherham with identified SEND needs who are eligible to access short break provision.

Does the Service/Policy provide any positive impact/s including improvements or remove barriers?

Yes – the Short Break Innovation Fund project removes to barriers for young people who are currently struggling to access a regular short break.

What affect will the Policy/Service have on community relations? (may also need to consider activity which may be perceived as benefiting one group at the expense of another)

The Short Breaks Innovation Grant was subject to wide-spread consultation across a range of stakeholder groups prior to submission and award of the grant from the DfE. The criteria for accessing the project, intended outcomes and timescales were communicated extensively as part of the consultation with this being maintained during the implementation phase of the project.

Any impact on community relations are likely to be positive in line with the intended outcomes of the grant.

Please list any **actions and targets** that need to be taken as a consequence of this assessment on the action plan below and ensure that they are added into your service plan for monitoring purposes – see page 12 of the Equality Screening and Analysis Guidance.

5. Summary of findings and Equality Analysis Action Plan

If the analysis is done at the right time, i.e. early before decisions are made, changes should be built in before the policy or change is signed off. This will remove the need for remedial actions. Where this is achieved, the only action required will be to monitor the impact of the policy/service/change on communities or groups according to their protected characteristic - See page 11 of the Equality Screening and Analysis guidance

Title of analysis: Children and Young People’s Services Proposals for Short Breaks Innovation Grant 2023 - 2024
Directorate and service area: CYPs. Commissioning, Performance and Quality
Lead Manager: Mark Cummins
Summary of findings:

Action/Target	State Protected Characteristics as listed below	Target date (MM/YY)
Children and Young People’s Services Proposals for Short Breaks Innovation Grant 2023 – 2024. Improving access to short breaks provision for young people with complex SEND needs.	A, D, S, GR, RE,	March 2024.

*A = Age, D= Disability, S = Sex, GR Gender Reassignment, RE= Race/ Ethnicity, RoB= Religion or Belief, SO= Sexual Orientation, PM= Pregnancy/Maternity, CPM = Civil Partnership or Marriage. C= Carers, O= other groups

6. Governance, ownership and approval		
Please state those that have approved the Equality Analysis. Approval should be obtained by the Director and approval sought from DLT and the relevant Cabinet Member.		
Name	Job title	Date
Monica Green	Assistant Director Education and Inclusion	August 2023
Helen Sweaton	Joint Assistant Director Commissioning, Performance and Quality	August 2023
Cllr Victoria Cusworth	Cabinet Member for Children and Young People	August 2023

7. Publishing	
The Equality Analysis will act as evidence that due regard to equality and diversity has been given.	
If this Equality Analysis 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 should also be sent to 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.	
Date Equality Analysis completed	August 2023
Report title and date	Children and Young People's Services Proposals for Short Breaks Innovation Grant 2023 - 2024
Date report sent for publication	August 2023
Date Equality Analysis sent to Performance, Intelligence and Improvement equality@rotherham.gov.uk	August 2023