

## Short Breaks Equality Impact Assessment Form

Reference –

<b>Department</b>	Children's Services	<b>Version no</b>	1.0
<b>Assessed by</b>	Josh Wadsworth/Anna Frater	<b>Date created</b>	05/08/2021
<b>Approved by</b>	SRO	<b>Date approved</b>	09/08/2021
<b>Updated by</b>	Stu Barratt – Send T/C Manager	<b>Date updated</b>	09/08/2021
<b>Final approval</b>	CMT – Review	<b>Date signed off</b>	12/08/21

The Equality Act 2010 requires the Council to have due regard to the need to

- eliminate unlawful discrimination, harassment and victimisation;
- advance equality of opportunity between different groups; and
- foster good relations between different groups

## Section 1: What is being assessed?

### 1.1 Name of proposal to be assessed.

A new proposed Short Breaks Assessment Team in Bradford for Children with Disabilities with an increased amount to be spent on Short Breaks for children.

### 1.2 Describe the proposal under assessment and what change it would result in if implemented.

#### Short Break Statement

Following the development of a new Short Break Statement 2022-2025, The Local Area has amended the existing Short Break Statement.

This means that families with Children and Young People (CYP) with Disabilities will have a better understanding of what is on offer in Bradford and the way in which families can access services. This includes:

- An increased awareness of Short Breaks in the District.
- An improved explanation of the different levels of Short Breaks and how families can access these
- New criteria for equitable eligibility criteria for children and families.

#### Short Break Assessment Team

To establish a new dedicated team, which will provide a needs led assessment for all children with a disability in the Bradford District who are not known to Social Work.

The new service will use the same assessment as the Children's with Disabilities Service to ensure parity of access to services, where there is no safeguarding concern to a child or young person. The service will be managed by an experienced social worker.

### **JSNA for short breaks**

The proposal will approve the development of a JSNA for short breaks to understand the needs of children who will receive a short break. The JSNA will help inform services commissioning arrangements that meet the needs of Bradford's child population. This will in turn lead to new services being provided for children where a need is established.

## **Section 2: What the impact of the proposal is likely to be**

### **2.1 Will this proposal advance equality of opportunity for people who share a protected characteristic and/or foster good relations between people who share a protected characteristic and those that do not? If yes, please explain further.**

The new proposal will result in one assessment being used for all children being assessed for a Short Break, ensuring parity of access to services.

The new Short Breaks Statement and Local Offer short break content refresh, will take on board the feedback received from the 150+ families in Bradford, removing all acronyms, 'tiers' and other areas of confusion.

Through the development of the JSNA, this will allow a greater understanding of the needs of all families. This will allow for the tailoring of services to be designed and commissioned that meet the needs of children and families.

The information shared within the Short Break Statement, on the Local Offer will be more readily accessible in a number of different formats which are appropriate and compatible for use on most widely used types of digital devices e.g. mobile phones, tablets and laptops.

The refreshed content will include true case-studies from Bradford over the last 3 years, including examples of those that have struggled to receive a short break, to better understand the process and benefits.

### **2.2 Will this proposal have a positive impact and help to eliminate discrimination and harassment against, or the victimisation of people who share a protected characteristic? If yes, please explain further.**

All disabled children are entitled to a children in need assessment. The Local Authority is under a duty to safeguard and promote the welfare of children in need in their area by providing appropriate services to them.

The development of the new Assessment Team will mean all there is additional access for children and families, in Bradford to a Short Break.

**2.3 Will this proposal potentially have a negative or disproportionate impact on people who share a protected characteristic? If yes, please explain further.**

We are aware that there are particular groups of people who can be negatively impacted and face barriers to access information, advice and support that they may need, particularly those from groups that have protected characteristics and that for certain groups e.g. those defined by race, age, disability and low income groups

The proposal will not have an negative or disproportionate impact on people who share protective characteristics as it is designed to specifically benefit people who share a protective characteristic.

**2.4 Please indicate the level of negative impact on each of the protected characteristics?**

(Please indicate high (H), medium (M), low (L), no effect (N) for each)

<b>Protected Characteristics:</b>	<b>Impact (H, M, L, N)</b>
Age	N
Disability	N
Gender reassignment	N
Race	N
Religion/Belief	N
Pregnancy and maternity	N
Sexual Orientation	N
Sex	N
Marriage and civil partnership	N
<b>Additional Consideration:</b>	
Low income/low wage	L

**2.5 How could the disproportionate negative impacts be mitigated or eliminated?**

(Note: Legislation and best practice require mitigations to be considered, but need only be put in place if it is possible.)

The potential negative impact on low income/wage was assessed on the potential for there to be restricted access to digital communication .

The proposal will open up access to all groups and cohorts of children and families across the District.

The new service will ensure that communication messages relating to the refreshed Short Breaks Provisions will be shared as wide as possible. There will be special consideration to those that are usually less likely to find out about developments due to reasons mentioned above. This sharing of messages moving forward will include:

- Local Offer Newsletter
- Short Break Statement uploaded onto the Local Offer
- Short Break Statement shared with all Parent Carer Groups, Voluntary Community Sector (VCS)
- Short Break Statement shared with all SENCOs
- Short Break Statement shared with specific teams (Access Team, Youth Justice System, SEN Team)
- WhatsApp groups (Proven way to communicate with those from BAME groups)
- Listening event?
- A roadshow event? Visiting places of religion, community centres, youth clubs?

Childrens Services employ a number of locality based staff who support families and children who are most in need of help. Staff will continue to help families to access the information they need about our services. All frontline staff have access to a digital device which they are able to use with families to find out about other support and services.

Regular communications across the service and engagement with staff reference groups will ensure that as the project progresses that staff are made aware of the new updated content on the site, including any additional self-serve features.

We will also promote the new changes across other council departments, e.g. Neighbourhoods, Youth Services and Libraries etc., as well as to our key partners to ensure that new service offers are communicated across locality assets.

All web pages and the Short Break statement, will set out alternative methods of contact e.g. contact telephone numbers, postal address so that there is the option to contact the council directly to seek advice and information.

## **Section 3: Dependencies from other proposals**

**3.1 Please consider which other services would need to know about your proposal and the impacts you have identified. Identify below which services you have consulted, and any consequent additional equality impacts that have been identified.**

The Children Service's teams that have been part of consultations so far include CCHDT, Early Help, Integrated Front Door, PfA team and Specialist Inclusion Project.

The Short Break statement will be Coproduced in-line with Bradford's new Coproduction values and will go through our Co-Production and Engagement Workstream, which has members from all major stakeholders (Schools, Parent Carer Groups, CCG, VCS and a number of teams within the Council).

## **Section 4: What evidence you have used?**

**4.1 What evidence do you hold to back up this assessment?**

Based on population sizes and the missing cohorts of children not currently being assessed we can estimate that of the 4,760 children with an Education, Health and Care Plan that between 500-750 children may receive an additional service such as a short break, in line with numbers seen in Wiltshire and Buckinghamshire Councils.

In 2020, over 150 families were engaged with as part of a Short Breaks review, feedback throughout was pulled together and documented in a You Said We Did, now found on the Local Offer, there were 15 common themes that kept on cropping up. This can be found [here](#). The referral process was one of these common themes, with parent/carers often telling us that this was a very difficult and confusing process, with multiple points of contacts and assessments.

Recent local EHCP population data highlights the following:

- 4,760 Children and Young People (CYP) with an EHCP, with the following ethnic breakdown
  - o 47% White British
  - o 29% Asian Pakistani
  - o 6% Mixed
  - o 6% Asian
  - o 6% Other
  - o 4% White other
  - o 2% Black
- 724 CYP with an Education, Health and Care Plan, also have involvement with Social Care
- 1,538 of young people receive Pupil Premium

## **4.2 Do you need further evidence?**

We will update the EIA as new data becomes available and as the services mature and the wider needs of families are understood.

The production of the JSNA which will assess the needs of young people, will lead to the EIA being revisited, with solutions to potential barriers being reviewed and mitigated.

## **Section 5: Consultation Feedback**

### **5.1 Results from any previous consultations prior to the proposal development.**

Work has been undertaken with stakeholders which have inputted into the Interim Short Breaks Statement. This has been factored into the requirement to review the services each year and to consider if the barriers for children and families are being mitigated and managed,

The feedback of the Short Breaks Survey Conclusion can be found [here](#).

The feedback of the Short Break Listening Events You Said We Did can be found [here](#).

### **5.2 The departmental feedback you provided on the previous consultation (as at 5.1).**

Feedback from across the Directorate is in agreement that the three areas of the proposal are required and will provide additional access for services.

The proposal is also approved at directorate level to undertake the JSNA to help ensure that service designs and commissions meet the needs of children and young people.

### **5.3 Feedback from current consultation following the proposal development (e.g. following approval by Executive for budget consultation).**

A SEND Transformation Programme is currently being developed with key stakeholders. A number of these projects will support the proposals put forward.

The SEND Strategic Partnership Board agree that the proposals will provide the required statutory assessments for children and young people.

Projects from the Programme that will impact the proposal include the development of a Strategic Commissioning Function, Section 75 (NHS Act 2006) funding development, the creation of a Provider Alliance, Short Breaks, Bradford Marketplace and Brokerage Service).

### **5.4 Your departmental response to the feedback on the current consultation (as at 5.3) – include any changes made to the proposal as a result of the feedback.**

The Directorate support the development of the proposals put forward, to ensure that the infrastructure, access points and wider service designs deliver the services that are needed for children and families in the District.