

Equality Impact Assessment - head of service review

Reference: EQIA115213949

Submitted: 24 April 2019 17:06 PM

Executive summary

Title of policy or decision: Specialist Adoption and Special Guardianship Order Support Services for Essex and Suffolk CC

Describe the main aims, objectives and purpose of the policy (or decision): Describe the main aims, objectives and purpose of the policy (or decision)

We are currently re procuring Specialist Adoption and Special Guardianship Order (SGO) support services across Essex in partnership with Suffolk County Council. The support lots provided are as follows:

- o Lot 1 Training
- o Lot 2 Creative or physical therapies
- o Lot3 Psychotherapy or talking therapy
- o Lot4 Family therapy
- o Lot 5 Therapeutic short breaks or activities for the child
- o Lot 6 Therapeutic life story work for the child
- o Lot 7 Specialist Assessments

The existing Essex framework for adoption and SGO support expires in September 2019. ECC and SCC require these services to fulfil their duties to provide post adoption and SGO support as specified in the Children and Families Act 2014 and the Special Guardianship Regulations 2005. The aim of providing adoption and SGO support is to improve the stability and resilience of Adoptive and SGO families by strengthening the range and quality of support services available to them.

What outcome(s) are you hoping to achieve?: Help people get the best start and age well

Which strategic priorities does this support? - Help people get the best start and age well: Help keep vulnerable children safer and enable them to fulfil their potential

Is this a new policy (or decision) or a change to an existing policy, practice or project?: a new policy (or decision)

Please provide a link to the document / website / resource to which this EqIA relates: N/A

Please upload any documents which relate to this EqIA, for example decision documents: N/A

Assessing the equality impact

Use this section to record how you have assessed any potential impact on the communities likely to be affected by the policy (or decision): Ongoing engagement takes place with SGO and adoptive families in Essex when an adoption or SGO support plan is created to ensure the services commissioned are supporting the family. ECC and SCC Adoption and SGO front line staff have been part of the commissioning project group to determine the support required. Both staff and parental views have been incorporated into this re commissioning ensuring that the Lots available reflect all the services that have been accessed over the last 4 years. To ensure the adoption and SGO support services provided continue to meet family's needs, the Lots have been extended to include all the support services listed within the Adoption Support Fund (a funding stream for (LAs)

and regional adoption agencies (RAAs) to pay for essential therapeutic services for eligible adoptive and special guardianship order (SGO) families), increasing the variety and availability of support services for the teams to meet family's needs. Some of these services will be new services for families and some were provided through waivers and RFQ's as they were not on the original framework to access.

By re commissioning this service the adoption and SGO support services can continue to provide the support services required by families.

Does or will the policy or decision affect:

Service users: No

Employees: No

The wider community or groups of people, particularly where there are areas of known inequalities: No

Which geographical areas of Essex does or will the policy or decision affect?: All Essex

Will the policy or decision influence how organisations operate?: No

Will the policy or decision involve substantial changes in resources?: No

Is this policy or decision associated with any of the Council's other policies?: No

Description of impact

Description of Impact. If there is an impact on a specific protected group tick box, otherwise leave blank.:

Disability - mental health issues

Disability - mental health issues

Nature of impact: Positive

Please provide more details about the nature of impact: Previously looked after children have access to the therapeutic services they require via the Adoption support Fund

Extent of impact: Low

Please provide more details about the extent of impact: Previously looked after children have access to the therapeutic services they require via the Adoption support Fund

Action plan to address and monitor adverse impacts

Does your EqIA indicate that the policy or decision would have a medium or high adverse impact on one or more equality groups?: No

Details of person completing the form

I confirm that this has been completed based on the best information available and in following ECC guidance: I confirm that this has been completed based on the best information available and in following ECC guidance

Date EqIA completed: 24/04/2019

Name of person completing the EqIA: Denise Murphy

Email address of person completing the EqIA: denise.murphy@essex.gov.uk

Your function: Adult Social Care

Your service area: commissioning

Your team: Children and Families Commissioning Team

Are you submitting this EqIA on behalf of another function, service area or team?: Yes

Name of person completing the EqIA: Denise Murphy

Function: Children & Families

Service area: Adoption Team and Special Guardianship order Team

Team: Post adoption support

Email address of Head of Service: Pam.Whittaker2@essex.gov.uk