

Equalities Comprehensive Impact Assessment - Head of service review

Reference: ECIA500728926

Submitted: 03 April 2023 19:50 PM

Executive summary

Title of policy / decision: Tendring Multi-Disciplinary Team Pilot Extension

Policy / decision type: Cabinet Member Action (CMA)

Overview of policy / decision: Tendring Multi-Disciplinary Team Pilot Extension. The team will continue to support existing frontline teams working with families with multiple, complex needs to reduce overall numbers of children in care and re-referrals into the care system. This will enable gathering of further evidence of sustained change and cost benefits/savings alongside consolidating the lessons learned to ensure the final Multi-Disciplinary Team offer best meets the needs identified through the pilot work and wider service input and delivers the intended benefits, if moved to a BAU service.

What outcome(s) are you hoping to achieve?: Health, independence and wellbeing for all ages. Help to keep vulnerable children safe and enable them to fulfil their potential. A good place for children and families to grow.

Executive Director responsible for policy / decision: Helen Lincoln (Children, Families and Education)

Cabinet Member responsible for policy / decision: Christopher Whitbread (Finance, Resources and Corporate Affairs)

Is this a new policy / decision or a change to an existing one?: Change to an existing policy / decision

How will the impact of the policy / decision be monitored and evaluated?: ECC is looking to identify the impact made on individuals, families, Children & Families' workforce, and the wider system over the period of the pilot with independent evaluations of the Multi-Disciplinary Team being conducted by the University of Essex. The evaluations use a number of approaches with different layers of data collection and delivered the first full report in November 2022 with a further report to be carried out by September 2023.

Will this policy / decision impact on:

Service users: Yes

Employees: Yes

Wider community or groups of people: No

What strategic priorities will this policy / decision support?: Health, Independence and Wellbeing for All Ages, A good place for Children and Families to Grow

Which strategic priorities does this support? - Health: Healthy lifestyles, Promoting independence

Which strategic priorities does this support? - Families: Family resilience and stability, Outcomes for vulnerable children

What geographical areas of Essex will the policy / decision affect?: Tendring

Digital accessibility

Is the new or revised policy linked to a digital service (website, system or application)?: No

Equalities - Groups with protected characteristics

Age

Nature of impact: None

Disability - learning disability

Nature of impact: None

Disability - mental health issues

Nature of impact: Positive

Extent of impact: Medium

Disability - physical impairment

Nature of impact: None

Disability - sensory impairment

Nature of impact: None

Sex

Nature of impact: None

Gender reassignment

Nature of impact: None

Marriage / civil partnership

Nature of impact: None

Pregnancy / maternity

Nature of impact: None

Race

Nature of impact: None

Religion / belief

Nature of impact: None

Sexual orientation

Nature of impact: None

Rationale for assessment, including data used to assess the impact: Impact on mental health related cases

has been positive. Mental Health Practitioner SME has been recruited providing a dedicated bespoke package of support. The evaluation carried out from February 2021 to August 2022, shows the impact at case closure on 31 children and young people who had mental health issues at referral decreased by 17% with changes in risk-taking behaviours, improved stability within the home environment and increased family wellbeing.

What actions have already been taken to mitigate any negative impacts: No impact on any of the above groups.

Levelling up - Priority areas & cohorts

Children and adults with SEND, learning disabilities or mental health conditions (taking an all-age approach)

Nature of impact: None

Children on Free School Meals

Nature of impact: None

Working families

Nature of impact: None

Young adults (16-25 who have not been in education, training or employment for around 6-12 months)

Nature of impact: Positive

Extent of impact: Medium

Harlow

Nature of impact: None

Jaywick and Clacton

Nature of impact: Positive

Extent of impact: Medium

Harwich

Nature of impact: None

Basildon (Town) housing estates

Nature of impact: None

Canvey Island

Nature of impact: None

Colchester (Town) - Housing Estates

Nature of impact: None

Rural North of the Braintree District

Nature of impact: None

Rationale for assessment, including data used to assess the impact: The MDT programme is working with Tendring District Council who have provided the funding for a resource to support the processes for referrals on how to apply for benefits, housing and obtain employment support.

The MDT programme has been able to provide early support services with a physical presence in the Jaywick and Clacton areas of Tendring, working with the family and building relationships that support the statutory service.

What actions have already been taken to mitigate any negative impacts: No impact on any of the above groups

Equalities - Inclusion health groups and other priority groups

Refugees / asylum seekers

Nature of impact: None

Homeless / rough sleepers

Nature of impact: None

Offenders / ex-offenders

Nature of impact: Positive

Extent of impact: Medium

Carers

Nature of impact: None

Looked after children

Nature of impact: Positive

Extent of impact: Medium

Veterans

Nature of impact: None

People who are unemployed / economically inactive

Nature of impact: Positive

Extent of impact: Medium

People on low income

Nature of impact: Positive

Extent of impact: Medium

Working families

Nature of impact: None

Rationale for assessment, including data used to assess the impact: The MDT comprises of dedicated practitioners (including an SME from Probation Services) who deliver support across various disciplines such as domestic abuse victim support and domestic abuse prevention.

The MDT programme is working with Tendring District Council who have provided the funding for a resource to support the processes of referrals on how to apply for benefits, housing and obtain employment support.

What actions have already been taken to mitigate any negative impacts: No impact on any of the above groups

Equalities - Geographical Groups

People living in areas of high deprivation

Nature of impact: Positive

Extent of impact: Medium

People living in rural or isolated areas

Nature of impact: None

People living in coastal areas

Nature of impact: None

People living in urban or over-populated areas

Nature of impact: None

Rationale for assessment, including data used to assess the impact: Improved collaboration and partnership working to deliver coordinated services to children and families living in areas of high deprivation in tendring. A central point of contact for frontline teams to efficiently access a pool of specialist/subject matter expertise (SME) when they require intervention and support quickly, thereby reducing the required time social workers need to spend on their complex cases and results in more manageable workloads.

What actions have already been taken to mitigate any negative impacts: No impact on any of the above groups

Families

Family formation (e.g. to become or live as a couple, the ability to live with or apart from children)

Nature of impact: Positive

Extent of impact: Medium

Families going through key transitions e.g. becoming parents, getting married, fostering or adopting, bereavement, redundancy, new caring responsibilities, onset of a long-term health condition

Nature of impact: None

Family members' ability to play a full role in family life, including with respect to parenting and other caring responsibilities

Nature of impact: Positive

Extent of impact: Medium

Families before, during and after couple separation

Nature of impact: None

Families most at risk of deterioration of relationship quality and breakdown

Nature of impact: Positive

Extent of impact: Medium

Rationale for assessment, including data used to assess the impact: An evaluation report shows a number of outcomes were noted for the families, including improvements in the overall family situation, mental health, understanding of healthy relationships and safety, reductions in substance misuse and consequent police interventions, plus extraction from a home where domestic abuse was present. The Multi-Disciplinary Team continues to provide dedicated support for these families.

What actions have already been taken to mitigate any negative impacts: No expected impact on any of the above groups

Climate

Does your decision / policy involve elements connected to the built environment / energy?: No

Does your decision / policy involve designing service provision and procurement to minimise freight and staff travel and enable use of active and public transport options?: No

Does your decision / policy involve elements connected to waste?: No

Action plan to address and monitor adverse impacts

Does your ECIA indicate that the policy or decision would have a medium or high adverse impact on one or more of the groups / areas identified?: 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 ECIA completed: 03/04/2023

Name of person completing the ECIA: Debbie Timms

Email address of person completing the ECIA: deborah.timms@essex.gov.uk

Your function: People and Transformation

Your service area: Delivery

Your team: Transformation Delivery Service

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

Function: Children, Families and Education

Service area:

Team:

Email address of Head of Service: nicky.oshaughnessy@essex.gov.uk