

Equalities Comprehensive Impact Assessment

Reference: ECIA490073940

Submitted: 23 February 2023 11:22 AM

Executive summary

Title of policy / decision: Proposed Extension of Contract: Essex Child and Family Wellbeing Service

Policy / decision type: Cabinet Decision

Overview of policy / decision: The decision is to agree a contract extension for 3 years, that includes a request to increase to the contract budget to cover the increased case load and complexities of need that have been caused by unprecedented unforeseen events, such as the Covid Pandemic, Refugees and Asylum Seekers, primarily from Ukraine and Afghanistan, settling in Essex and ongoing increases to the high needs of out of area families being housed in office blocks. The provider has been absorbing these costs but this is not sustainable going forward, therefore the increased budget will allow for the needs of families affected by these unforeseen events to continue to met, alongside the original commissioned services

What outcome(s) are you hoping to achieve?: To enable the level of service currently being delivered to continue

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

Cabinet Member responsible for policy / decision: Beverley Egan (Children's Services and Early Years)

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

How will the impact of the policy / decision be monitored and evaluated?: Monthly contract monitoring on the agreed outcomes to ensure services continue to be run and be effective, monitoring the number and level of need of the identified community cohorts accessing the services

Will this policy / decision impact on:

Service users: Yes

Employees: Yes

Wider community or groups of people: Yes

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

Which strategic priorities does this support? - Environment: Levelling up the environment

Which strategic priorities does this support? - Health: Healthy lifestyles, Levelling up health

Which strategic priorities does this support? - Families: Education outcomes, Family resilience and stability, Outcomes for vulnerable children, Levelling up outcomes for families

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

Digital accessibility

Is the new or revised policy linked to a digital service (website, system or application)?: Yes

What steps you have taken to meet the digital accessibility: The provider is developing the digital front door and will be hosting this and will ensure it meets all digital accessibility requirements. This will not be hosted on any ECC platforms

How have you tested accessibility?: As the provider will be the host they are undertaking these tests

How will you monitor and maintain accessibility once it has gone live?: The provider will be responsible

Equalities - Groups with protected characteristics

Age

Nature of impact: Positive

Extent of impact: Medium

Disability - learning disability

Nature of impact: Positive

Extent of impact: Medium

Disability - mental health issues

Nature of impact: Positive

Extent of impact: Medium

Disability - physical impairment

Nature of impact: Positive

Extent of impact: Medium

Disability - sensory impairment

Nature of impact: Positive

Extent of impact: Medium

Sex

Nature of impact: Positive

Extent of impact: Medium

Gender reassignment

Nature of impact: None

Marriage / civil partnership

Nature of impact: None

Pregnancy / maternity

Nature of impact: Positive

Extent of impact: Medium

Race

Nature of impact: Positive

Extent of impact: Medium

Religion / belief

Nature of impact: Positive

Extent of impact: Medium

Sexual orientation

Nature of impact: Positive

Extent of impact: Medium

Rationale for assessment, including data used to assess the impact: This decision will continue to support families to access services locally and at times that suit them, and with an increase to the funding levels will ensure that families that have been affected by recent unprecedented events, such as Covid, the refugees and asylum seekers and high need out of area families that have been housed in office blocks across Essex will still continue to receive support without this having a detrimental impact on other service users. Regular contract monitoring and analysis of data / performance will continue through the contract extension period with a clear focus on targeted geographical areas and community groups identified as part of the provider's geographical needs assessments.

What actions have already been taken to mitigate any negative impacts: The request to increase the budget for this contract will address any negative impacts on service users caused by increased case load complexities by ensuring there is sufficient funding to continue to provide these services.

Levelling up - Priority areas & cohorts

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

Nature of impact: Positive

Extent of impact: Medium

Children on Free School Meals

Nature of impact: Positive

Extent of impact: Medium

Working families

Nature of impact: Positive

Extent of impact: Medium

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: Positive

Extent of impact: Medium

Jaywick and Clacton

Nature of impact: Positive

Extent of impact: Medium

Harwich

Nature of impact: Positive

Extent of impact: Medium

Basildon (Town) housing estates

Nature of impact: Positive

Extent of impact: Medium

Canvey Island

Nature of impact: Positive

Extent of impact: Medium

Colchester (Town) - Housing Estates

Nature of impact: Positive

Extent of impact: Medium

Rural North of the Braintree District

Nature of impact: Positive

Extent of impact: Medium

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Equalities - Inclusion health groups and other priority groups

Refugees / asylum seekers

Nature of impact: Positive

Extent of impact: High

Homeless / rough sleepers

Nature of impact: None

Offenders / ex-offenders

Nature of impact: None

Carers

Nature of impact: Positive

Extent of impact: Medium

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: Positive

Extent of impact: Medium

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Equalities - Geographical Groups

People living in areas of high deprivation

Nature of impact: Positive

Extent of impact: High

People living in rural or isolated areas

Nature of impact: Positive

Extent of impact: High

People living in coastal areas

Nature of impact: Positive

Extent of impact: High

People living in urban or over-populated areas

Nature of impact: Positive

Extent of impact: High

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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: Positive

Extent of impact: Medium

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

Nature of impact: None

Families before, during and after couple separation

Nature of impact: Positive

Extent of impact: Medium

Families most at risk of deterioration of relationship quality and breakdown

Nature of impact: Positive

Extent of impact: Medium

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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: 23/02/2023

Name of person completing the ECIA: Carolyn Terry

Email address of person completing the ECIA: carolyn.terry@essex.gov.uk

Your function: Children, Families and Education

Your service area: Education Operations

Your team: Early Years and Childcare

Are you submitting this ECIA on behalf of another function, service area or team?: No

Email address of Head of Service: christopher.martin@essex.gov.uk