

Equality Analysis (EIA) Form

A) Description

Name of service, function, policy (or other) being assessed

Children's social care out of hours emergency duty service

Directorate or organisation responsible (and service, if it is a policy)

Children and Families Directorate

Date of assessment

July 2019

Names and job titles of people carrying out the assessment

Sandra Griffiths Commissioning Officer
Liz Elgar Assistant Director Safeguarding and Family Support
Sue Rogers Head of MASH and Assessment

Accountable person

Chris Baird –Director Children and Families Directorate

What are the aims or main purpose of the service, function or policy? What does it provide and how does it provide it?

Section 17(1) of the Children Act 1989 states that it shall be the general duty of every local authority: to safeguard and promote the welfare of children within their area who are in need. The duty continues during out of office hours.

The Emergency Duty Team service (EDT) exists to provide an emergency responsive service for children and young people believed to be at risk of significant harm and for whom delay until the next working day would be detrimental to their welfare and safety. The service ensures that they continue to be safeguarded in the immediate term.

Children and young people are safeguarded by the out of hours service by addressing statutory emergencies that cannot be safely left until the following working day, including:

- a. Child Protection assessments – S47 of the 1989 Children Act (including strategy discussion/meetings)
- b. Emergency Child in Need Assessments – S17 of the 1989 Children Act
- c. Investigation of the need to provide services for a child in need
- d. Investigation of the need to accommodate a child
- e. Investigation of the need for an emergency protection order
- f. Emergency assessments under the NHS & Community Care Act 1990
- g. Request from police for a joint visit
- h. Coordinate and provide information for SUDIC (Sudden Unexpected Death In Infants And Children)

The current EDT service has been delivered by Worcestershire County Council since 1997, when Herefordshire and Worcestershire became individual authorities. However formal notification of Worcestershire County Council's intention to transfer their children's services

to Worcestershire Children First from 1 October 2019, has been received by Herefordshire Council.

Worcestershire Children First is a 'not for profit' company and wholly owned by Worcestershire County Council. It will be operationally independent and have a single focus on children and young people.

To ensure continuity of this critical service the intention is to terminate the current contract with Worcestershire County Council from 30 September 2019 and award a new contract to Worcestershire Children First from 1 October 2019.

Herefordshire Council has been satisfied with the quality and responsiveness of the EDT service provided by Worcestershire County Council. The transfer of the operational EDT from Worcestershire County Council to Worcestershire Children First is not anticipated to have any negative impact. There will continue to be clear operational protocols in place between Herefordshire Council and EDT and any emerging issues will be addressed through regular contract management meetings and quarterly submission of performance data.

Location or any other relevant information

Herefordshire (The service will be provided by Worcestershire Children First through a contract process)

List any key policies or procedures to be reviewed as part of this assessment.

- Multi-Agency Safeguarding Hub's (MASH) partnership data sharing agreement.

Who is intended to benefit from the service, function or policy?

Children and Families within Herefordshire.

MASH partners - children's social care, police, health, probation, education and Women's Aid.

Who are the stakeholders? What is their interest?

Children and young people within the county	that their safety and rights be assured at any time of the day or night.
Parents, carers and other involved adults	that they can call on the EDT team for support when dealing with children and young people in need of safeguarding out of office hours.
Herefordshire Council	that it maintains its statutory duty to provide an out of hours children 's social care service. It also meets the Children and Young Peoples plan aims of safeguarding children and young people and ensuring services effectively identify and respond to the needs and risks experienced by children and young people from initial call to evidence based interventions.
Worcestershire Children First	that they are contracted by Herefordshire to deliver a robust and effective Emergency Duty Team service for children and young people in Herefordshire.
West Mercia Police	that they can call on the EDT team for information, advice or support when dealing with children and young people in need of safeguarding.
Herefordshire Safeguarding Children Board	that children and young people in Herefordshire grow up in an environment in which their needs are met and they are safe from harm.
MASH partners	that children and young people in Herefordshire grow up in an environment in which their needs are met and they are safe from harm.

B) Partnerships and Procurement

If you contract out services or work in partnership with other organisations, Herefordshire Council remains responsible for ensuring that the quality of provision/ delivery meets the requirements of the Equality Act 2010, i.e.

- Eliminates unlawful discrimination, harassment and victimisation
- Advances equality of opportunity between different groups
- Fosters good relations between different groups

What information do you give to the partner/contractor in order to ensure that they meet the requirements of the Act? What information do you monitor from the partner/contractor in order to ensure that they meet the requirements of the Act?

Herefordshire Council will ensure that Worcestershire Children First complies with the Equality Act 2010.

Within the contract, there will be an obligation for Worcestershire Children First to monitor equality and diversity. They must have in place (at all times whilst providing any services and in relation to its activities within the United Kingdom) appropriate policies, procedures and systems to monitor and enforce those procedures, to ensure its compliance with relevant UK law relating to equalities and anti-discrimination, including the Equality Act 2010

Are there any concerns at this stage that indicate the possibility of inequalities/negative impacts? For example: complaints, comments, research, and outcomes of a scrutiny review. Please describe:

There are no concerns that the new arrangements will negatively impact on any group, individual or service provision. There have been no complaints received relating to the current service, which will continue to be operated and managed by same staff.

C) Information

What information (monitoring or consultation data) have you got and what is it telling you?

There are approximately 36,000 under 18 year olds in the county out of a population of 189,000 (2016 estimate).

Monitoring data shows the service continues to address the needs of those children and young people it is responsible for and that numbers of contacts have remained the steady over the three year period of the contract.

During the period April 2017 to March 2019, the service dealt with an average of 104 contacts with safeguarding cases per month. Most referrals to the service come from care providers (children's homes and fostering agencies), the police, or are anonymous. The most common reasons for contacting the service are to sharing information/ accessing advice or report a missing child. Most cases are dealt with through telephone consultation, and when necessary, the service will arrange for a social worker to undertake an emergency site visit.

D) Assessment/Analysis

Describe your key findings (e.g. negative, positive or neutral impacts - actual or potential). Also your assessment of risk.

Strand/community	Impact
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Children receiving support services from the Directorate and their families.	Whilst Worcestershire Children First is a new organisation, Herefordshire Council has been satisfied with the quality and responsiveness of the EDT service provided by Worcestershire County Council. The transfer of the operational EDT from Worcestershire County Council to Worcestershire Children First is not anticipated to have any negative impact.
Other stakeholders	No negative impact identified.

E) Consultation

Did you carry out any consultation? Yes ☐ No ☒

Who was consulted?

None

Describe other research, studies or information used to assist with the assessment and your key findings.

None

Do you use diversity monitoring categories? Yes ☒ No ☐

(if No you should use this as an action as we are required by law to monitor diversity categories)

If yes, which categories?

- ☒ Age
- ☒ Disability
- ☒ Gender Reassignment
- ☒ Marriage & Civil Partnership
- ☒ Pregnancy & Maternity
- ☒ Race
- ☒ Religion & Belief
- ☒ Sex
- ☒ Sexual Orientation

What do you do with the diversity monitoring data you gather? Is this information published? And if so, where?

<https://factsandfigures.herefordshire.gov.uk/>

F) Conclusions

	Action/objective/target OR justification	Resources required	Timescale	I/R/S/J
a)	Review and update all relevant policies, procedures and contracts to ensure EDT provider name is changed.	Lead to be identified Staffing in social care	By end of 2019	S
b)	To update the Multi-Agency Safeguarding Hub's (MASH) partnership data sharing agreement to ensure EDT is included	Staffing in social care with support from Information Governance.	By 30 September 2019	I

c)	To ensure there is a signed third party agreement for all Worcestershire Children First EDT staff who require access to Mosaic.	Information Governance staffing	By 30 September 2019	I
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(I) *Taking immediate effect.*

(R) *Recommended to Council/Directors through a Committee or other Report*.*

(S) *Added to the Service Plan.*

(J) *To be brought to the attention of the Equality Manager.*

*Summarise your findings in the report. Make the full assessment available for further information.

NB: Make sure your final document is suitable for publishing in the public domain.