

Equality Impact Needs Assessment

The Diversity Promise - *Making it Happen!*



Title of Policy/Service/Project	Family Intervention Project - Grant reduction
Service Unit	ICC
Lead Responsible Officer and Job Title	Andrew Williams, Communities Team manager
Members of the Assessment Team:	Jayne Robertson, Maria Follan
Date assessment completed:	22 nd July 2010

About the Policy/Service/Project:

What type of policy/service/project is this? (delete as appropriate) Changing
What are the aims/objectives of the policy/service/project? (please include here all expected outcomes) The existing Family Intervention Projects provides an early intervention to tackle anti-social behaviour, youth crime and child poverty issues. Recent grant funding reductions from the Coalition Government means that the service will need to reduce and we will need to consult on staff redundancies. In order to provide a continued service the project will pull back from the work around child poverty and focus existing resources on anti-social behaviour and youth crime.

Are there any associated services, policies or procedures?	Yes
If 'Yes', please list below: Think Family & Parenting Practitioners.	
List the main people, or groups of people, that this policy/service/project is designed to benefit and any other stakeholders involved? Families, parents, young people & children/	
Will this policy/service/impact on any other organisation, statutory, voluntary or community and their clients/service users? Elements of Childrens Services, voluntary and community groups.	

Consultation, Monitoring and Research

Where there is still insufficient information to properly assess the policy, appropriate and proportionate measures will be needed to fill the data gaps. Examples include one-off studies or surveys, or holding informal consultation exercises to supplement the available statistical and qualitative data.

If there is insufficient time before the implementation of the policy to inform the EINA, specific action points will be need to be clearly set out in the action plan. Steps must include monitoring arrangements which measure the actual impact and a date for a policy review.

Consultation:

What involvement/consultation has been done in relation to this (or a similar) policy/service/project and what are the results? Consultation has been conducted with staff involved, unions, HR, Childrens Services Managers.
--

If you have not carried out any consultation, or if you need to carry out further consultation, who will you be consulting with and by what methods?

Monitoring and Research:

What data, research and other evidence or information is available which is relevant to this EINA?

There is a lot of data about the effectiveness of the FIP project to deal with anti-social behaviour.

Is there any service user/employee monitoring data available and relevant to this policy/service/project? What does it show in relation to equality groups?

The project deal with families, many of whom have teenage children. Equalities monitoring data is collected but there aren't particular groups affected, other than disadvantaged families or those suffering from poverty.

If there is a lack of information, what further information do you need to carry out the assessment and how are you going to gather this?

Assessing the Impact

	Actual or potential benefit	Actual or potential negative outcome
Age		Possible negative outcome for children and young people who have previously been service-users.
Disability		Possible negative outcome as disability is a factor for some families experiencing child poverty.
Gender		Possible negative outcome to women as some of the families are lone parents.
Race		n/a
Religion or Belief		n/a
Sexual Orientation		n/a
Transgender		n/a
Any other factor/ groups e.g. socio-economic status/carers etc		Families affected by child poverty will not be able to access the service and will be referred to appropriate provision within Childrens Services.
Human Rights		

Stop - Any policy which shows actual or potential unlawful discrimination must be stopped, removed or changed.

If impacts have been identified include in the action plan what will be done to reduce these impacts, this could include a range of options from making adjustments to the policy to stopping and removing the policy altogether. If no change is to be made, explain your decision:

Action Plan

Include:

- What has/will be done to reduce the negative impacts on groups as identified above.
- The arrangements for monitoring the actual impact of the policy/service/project

Issue identified	Action required to reduce impact	Timescale	Responsible officer	Which Business Plan does this action link to e.g. Service Equality Action Plan/Team Plan
Need to reduce the number of families supported by the project.	<p>Some families need to be exited from the project, through existing procedures.</p> <p>Some families on the waiting list will not be accepted onto the project and will need to access other projects within Childrens Services and the voluntary sector.</p> <p>Families need to be made aware of the changes and supported through these.</p>	Sept 2010	Maria Follan	

Redundancy process	Need to ensure HR Policies and Procedures are followed to ensure equalities are supported.	Sept 2010	Andrew Williams	
Work towards more integrated provision of intervention services to ensure future sustainability of the project.	Adult & Community Overview & Scrutiny Panel Report - October 2010. Future budget decisions - Dec/Jan. Discussions with colleagues in Childrens Services.	October 2010 - March 2011	Andrew Williams	

Please complete this summary of the EINA to enable the results to be published on the website.

Name of Policy/Service:	Family Intervention Project - Grant Reduction
Date of Assessment:	22/07/10
Name of lead officer:	Andrew Williams
Job title of lead officer:	Communities Manager

Summary of Key findings:	The reduction in grant funding has meant fewer families can be supported through this project and some staff will need to be made redundant. Actions will be taken to ensure any negative impacts are minimised.
Summary of Future actions:	<ul style="list-style-type: none">➤ Reduction in number of families being supported.➤ Redundancy Policy & Procedures followed.➤ Future sustainability of the project examined.