

Budget Saving - Initial Equality Impact Considerations

Directorate: Childrens Services

Title of option	Reduce the targeted youth service delivery in the Borough						
Aims/outcomes of Service/Function	The Council commissions open access youth work for deprived areas. It targets the Local Authority qualified youth workers for individual support for vulnerable children and deploys them to hot spot areas of anti-social behaviour. Youth workers predominantly work with children and young people between 11 and 19 years of age. Youth workers have a voluntary relationship with young people which starts from where the young people are at, with the aim of improving their outcomes.						
Option being proposed	<p>The option being proposed is to reduce the level of targeted work carried out by the service. This would require a reduction in the amount of activity offered to young people who are referred by the family support panels, the Early Action Team and other agencies.</p> <p><u>Savings</u></p> <table> <tr> <td>2024/25</td><td>£99k</td></tr> <tr> <td>2025/26</td><td>£198k</td></tr> <tr> <td>2026/27</td><td>£198k</td></tr> </table>	2024/25	£99k	2025/26	£198k	2026/27	£198k
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EIA findings	<p><u>Service delivery impact</u></p> <p>The proposal would impact in respect of age as the young people receiving a service are between 11-19 years. But under 18's are only protected against age discrimination in relation to work. It could impact in relation to gender as in some areas of the Borough more boys are in receipt of a service than girls.</p> <p><u>Employment impact</u></p> <p>The proposal could have some inevitable impact on people working in the Council with one or more of the following protected characteristics: disability, race, religion or belief, gender reassignment, sex and sexual orientation. Work has not commenced on plans for the restructure at the time of drafting the proposal (and EIA) and as such the EIA will be updated on an ongoing basis in order that the impacts of any changes are recorded and understood.</p>						
Justification (where no impact) and action(s) to manage/mitigate Impact	The Council could deploy youth workers in the areas of greatest need in the Borough only. Eg Park Ward in the						

	<p>preparations for Bonfire Night. The open access youth groups, faith organisations, sports facilities, schools through the Duke of Edinburgh, would continue to support vulnerable young people through their services.</p> <p>Some mitigation will also be achieved by focussing, where possible, on more managerial roles, thus protecting front line service delivery.</p>
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Title of option	Reduce the level of preventative work of the Youth Justice Service (YJS)						
Aims/outcomes of Service/Function	The Youth Justice Service is funded by the Council, partners, and the Youth Justice Board. It has multi-agency staff delivering preventative work to keep children out of the criminal justice system as well as the statutory work required as an alternative to, or ordered by, the courts.						
Option being proposed	<p>The option being proposed is to reduce the preventative work carried out by the service. This would require a reduction in the level of work offered to young people who are involved in anti-social behaviour and at risk of being drawn into the criminal justice system.</p> <p><u>Savings</u></p> <table> <tr> <td>2024/25</td><td>£96k</td></tr> <tr> <td>2025/26</td><td>£192k</td></tr> <tr> <td>2026/27</td><td>£192k</td></tr> </table>	2024/25	£96k	2025/26	£192k	2026/27	£192k
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EIA findings	<p><u>Service delivery impact</u></p> <p>The proposal would impact in respect of age as the young people receiving a service are between 10-17 years; but under 18's are only protected against age discrimination in relation to work. It would also impact in relation to gender as approximately 75% of the young people are male. The cohort of young people are more likely to be in receipt of SEN support services to meet their educational needs so impacting on disability.</p> <p><u>Employment impact</u></p> <p>The proposal would have some inevitable impact on people working in the Council with one or more of the following</p>						

	protected characteristics: disability, race, religion or belief, gender reassignment, sex and sexual orientation. Work has not commenced on plans for the restructure at the time of drafting the proposal (and EIA) and as such the EIA will be updated on an ongoing basis in order that the impacts of any changes are recorded and understood.
Justification (where no impact) and action(s) to manage/mitigate Impact	<p>Aspects of youth justice work will be prioritised to ensure that the Council can continue to support and focus on those groups with a protected characteristic who have a statutory need for a service.</p> <p>Some mitigation will also be achieved by focussing, where possible, on more managerial roles, thus protecting front line service delivery.</p>

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Title of option	Young Persons Supported Housing Project (invest to save)
	<p>Service continues, the change is to create council run service.</p> <p>EIA not required</p>

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Title of option	Inclusion funding (D-Catch) – revision of our non-statutory offer
Aims/outcomes of Service/Function	<p>This proposal is to make a reduction in the Inclusion funding (previously Disabled Children's Access to Childcare (DCATCH) funding).</p> <p>DCATCH is funded through base budget & is a non statutory function. This is a demand-led budget to support any child with additional needs to access wrap round childcare, out of school and holiday provision. It gives additional support through staff training and increased staffing ratios.</p>

	<p>The proposal is to decrease the base budget amount of funding available to support settings as this is not a statutory requirement.</p>						
Option being proposed	<p>The proposal is to reduce the inclusion funding to settings for children as set out above. This would need to be implemented by the Specialist Inclusion team from April 2024. The Early Years and Childcare and Sufficiency team make payments to providers, the Specialist Inclusion team will be responsible for ensuring our non-statutory offer is within the reduced funding available. There are no staff reductions from this proposal.</p> <p><u>Savings</u></p> <table> <tr> <td>2024/25</td><td>£100k</td></tr> <tr> <td>2025/26</td><td>£100k</td></tr> <tr> <td>2026/27</td><td>£100k</td></tr> </table>	2024/25	£100k	2025/26	£100k	2026/27	£100k
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EIA findings	<p><u>Service delivery impact</u></p> <p>The proposal would impact in respect of the disability protected characteristic; as the Council would not be able to financially support as many settings as they currently do, to be inclusive for children with additional needs.</p> <p><u>Employment impact</u></p> <p>The proposal would have no impact in relation to the Councils workforce.</p>						
Justification (where no impact) and action(s) to manage/mitigate Impact	<p>Tax Free Childcare is available to support eligible parents with the costs of childcare. Eligible parents that have a disabled child can receive up to £4,000 per child per year. Parents must both be over 16 and each expect to earn an average of £167 per week (equal to 16 hours at the National Minimum Living Wage) over three months. If either partner, each individually expect to earn £100,000 or more, they are not eligible to receive Tax Free Childcare. But if either partner is on maternity, paternity or adoption leave, or unable to work because of a disability or caring responsibilities, they could still be eligible.</p> <p>There is access to a discretionary 15% of the Holiday Activities and Food (HAF) funding through central government for children with special needs. The criteria are for children on free school meals and we have been granted permission from the Government to use this funding for SEN holiday activities.</p>						