



Equality Assessment Impact of Redesign on Service Users

Service area:	Special Educational Needs and Disabilities
Name of service being reorganised:	Children with Disabilities and Learning Difficulties
Officer leading on assessment:	Simon James, Associate Director for Special Educational Needs and Disabilities
Other staff involved:	Zoe Williams, Business Relationship Manager

1. Summarise details of proposed redesign

Provide details of the proposed redesign. Include information about the previous structure and the new proposed structure.

The current Children with Disabilities and Learning Difficulties Teams in Kingston and Richmond provide advice, information and support to the parents or carers of a child or young person who has a disability or learning difficulties following a social work or care assessment of the needs of the child or young person and their families. Services offered across the two boroughs include:

- Befriending and domiciliary care which is care for a child at home or out in the community;
- After school and holiday provision;
- Family link which is when a child stays overnight with a carer who assessed under the fostering regulations;
- Nursing and clinical psychology;
- Occupational Therapy;
- Paediatrics;
- Physiotherapy;
- Residential overnight short breaks; and
- Speech and Language Therapy.

The proposed service redesign of the Children with Disabilities and Learning Difficulties Team aims to exploit opportunities presented by the integration of Richmond and Kingston children's services and creation of Achieving for Children to develop services for children with disabilities. The intention is to develop a service that offers children, young people and their families support that is responsive to their needs; effective; and joined up, successfully bringing health and social care elements together and minimising frustrating duplication and delays.

The ambition for the new shared service includes:

- Creation of a single social care team joined up with a single health team for all children and young people within the Achieving for Children footprint by September 2015.
- Alignment of Kingston and Richmond service offer by integrating health to the Richmond service.
- Creation of a new and rationalised joint management and projects structure.
- Rationalisation of commissioning arrangements, including an ambition to jointly commission health services across both boroughs from a single provider.

2. Reasons for redesign

Set out the rationale for the redesign.

Current service models in Richmond and Kingston are very different. Joining-up of social care and health elements of support, including speech and language therapy; occupational therapy; physiotherapy; paediatrics; nursing and clinical psychology, is a strong feature of the service in Kingston. This is yet to be developed in Richmond. For this reason, a phased approach to the service redesign has been adopted:

- Phase 1 has been a preparation phase, gathering views on an integrated service and aligning strategic management, moving Richmond services for children with disabilities from specialist services to prevention and early help to be managed by the Associate Director of SEN and Disabilities. This phase is complete.
- Phase 2 covers work to integrate health elements into the service in Richmond. This includes the determining and securing arrangements for, and structure of, all health and therapies roles in the service for children with disabilities with the Integrated Child Development Service, including speech and language therapy; occupational therapy; physiotherapy; consultant paediatrics; community nursing; and clinical psychology. Phase 2 is on-going, completion is expected by 1 September 2014.
- Phase 3 will establish a joint Richmond and Kingston service for children with disabilities. This will be done primarily through a restructuring of management and project management officer roles. This consultation is part of Phase 3 and sets out the roles in scope for the restructure, proposed new structure (set out on page 3) and implications for staff and the change management and HR processes. The proposed implementation date is 31st August 2014.
- Phase 4 will include work towards completing integration and consideration of the location and delivery model of the joint service. This will be underpinned by further consultation with staff and also with stakeholders. Phase 4 follows the completion of phase 3 and is expected to be completed by 1 September 2015.

3. What data collection and consultation have you undertaken?

What data and information have you used to complete this equality assessment? What consultation have you carried out with service users to gather their views? How has this fed into the equality assessment?

This equality assessment has been completed using information from the CWDLR Redesign Consultation document.

Staff have been provided with opportunities to be involved in shaping the service. For example, two consultation workshops have been held with staff on 5th and 24th February. The feedback from these workshops has fed into the Redesign Consultation document.

The feedback from these workshops, and from the formal consultation with staff, led to: the provision of a written document setting out a robust social work accountability and governance framework to retain specialist social work oversight and timely assessments of children with disabilities by social workers; regular reviews of care plans; and a strong interface with safeguarding teams on safeguarding issues; re-configuration of proposed team structures ensuring a better fit with core business; and re-naming of service management posts to better reflect the role and responsibilities of the posts.

4. Assess the impact of the redesign on service users with regard to each of the protected characteristic groups:

Summarise the main issues identified with the redesign in relation to service users and the evidence for this under the protected characteristic that is affected e.g. age, disability, etc. For example, re-locating a service could lead to accessibility issues.

Consider whether any differences are justified (e.g. are there legislative or other constraints)? If they are, explain in what way.

If there is no evidence or feedback received for a particular strand, note this and move on.

In addition to identifying any problems or issues with the redesign, try to identify ways in which the changes will lead to positive impacts for protected characteristic groups.

The changes set out at this stage in this document will not have any impact on service delivery as the focus has been on:

- establishing a new joint service management post across Richmond and Kingston, overseeing both social care and therapies services;
- developing new team management structures for:
 - social care in Richmond and Kingston
 - short breaks and Aiming High
 - family support and transitions services
 - therapies
- proposing a new structure for the Transitions Team.

However, moving forward the changes proposed in Phase 2, 3 and 4 of the process are likely to have an impact on service delivery. As such, a further Equality Assessment will be required to consider the impact of the change on service users.

<i>Protected Group</i>	<i>Findings</i>
<i>Age (Number of pupils)</i>	N/A
<i>Disability</i>	N/A
<i>Gender (sex)</i>	N/A
<i>Gender reassignment</i>	N/A
<i>Marriage and civil partnership</i>	N/A
<i>Pregnancy and maternity</i>	N/A
<i>Race/ ethnicity</i>	N/A
<i>Religion and belief including non-belief</i>	N/A
<i>Sexual Orientation</i>	N/A

5. What issues have you identified that require action?

Summarise the issues identified in the equality assessment and the actions that will be taken to address these in the table below, for example, making reasonable adjustments to improve accessibility.

The action plan should be drawn up in conjunction with the Directorate Lead Manager for the redesign. Once the equality assessment has been signed off then the actions should be transferred into the relevant Service Plans to ensure that they are followed through and progress monitored.

<i>Issue identified</i>	<i>Planned action</i>	<i>Lead officer</i>	<i>Completion Date</i>
Phases 2, 3 and 4 of the redesign of the CWDLD Team could potentially impact on service users.	Complete a further Equality Assessment to assess the impact on the future changes on services users.	Simon James	September 2014

6. When completed, the equality assessment should be approved by a member of AfC Management Team

Approved by	AfC Equalities Working Group
Date of approval:	April 2014
Date of publication:	May 2014