

## Children's Service Equality Impact Assessment (EIA)

<b>1. Details of function, policy, procedure or service:</b>	
Title of what is being assessed: Retendering the contract for young people's substance misuse to provide better value for money	
Is it a function, policy, procedure or service?: Service	
Department and Section: Children's Service, Substance misuse	
Date assessment completed: January 2013	
<b>2. Names and roles of officers completing this assessment:</b>	
Lead officer	Karina Umeh (Commissioning)
Stakeholder groups	
Representative from internal stakeholders	
HR rep (for employment related issues)	Dealt with as part of separate EIA
<b>3. Full description of function, policy, procedure or service:</b>	
<p><b>Why is it needed?</b></p> <p>Over the next 3 years the Council is proposing savings of around £55 million, so all service areas need to make budget reductions. Over the past two years the Children's Service has reduced budgets by £7.4m across a range of areas. £2.1m of these savings related to reshaping and reducing youth services, including a reduction in the funding available for arts, play and sports. For 2013/14 the Children's Service needs to find further savings of £4.493m, of which £84,000 are proposed for substance misuse services.</p>	
<p><b>What are the outcomes to be achieved? What are the aims and objectives?</b></p> <p>Substance misuse services assist us to prevent and minimise the risk of harm of substance misuse to young people, their families and communities. Given the significant budget savings that have to be found across the council, savings in this area are proposed. The financial plan for 2013/14 agreed in February 2012, included £150,000 of savings for substance misuse. However, in line with our priorities, a smaller reduction of £84,000 is now proposed, with savings found through efficiencies in other areas instead.</p> <p>Nationally, the funding for substance misuse services has sat with health services and youth justice functions. In Barnet the children's service has made a contribution to augment these monies, and it is this which it is proposed to reduce. From April 2013 the funding for providing substance misuse services sits with public health and the Mayor's Office for Policing and Crime (MOPAC). If funding from these sources is not confirmed then the impact of the proposed reduction in children's service funding would be increased.</p>	
<p><b>Proposal 3:</b> Retender contract for young people's substance misuse services to provide better value for money and reduce commissioned services for supporting and preventing substance misuse. We would seek to mitigate the impact of this through more integration with our family focus team and the family support workers within our early intervention and prevention service.</p>	
Proposed saving: £84,000	
<p><b>Who is it aimed at?</b></p> <p>Substance Misuse services target resources towards young people under 18 directly affected by</p>	

substance misuse and parents whose children misuse substances.

**Who is likely to benefit?**

The proposal involves continuing to target resources for vulnerable young people, whilst providing better value for money and reducing commissioned services for supporting and preventing substance misuse.

**How have needs based on race, gender, disability, age, religion/belief, sexual orientation or carers been taken account of?**

Consultation has been carried out via a number of methods, enabling stakeholders, including parents/carers, to give feedback and put the proposals into context against their needs. Stakeholders were encouraged to respond via a dedicated email address, post, online questionnaire, and at consultation events.

**Identify the ways people can find out about and benefit from the proposals. Consider any processes they need to go through or criteria that we apply to determine eligibility.**

Substance misuse services will continue to be targeted at those most in need of support.

The [Profile of Children and Young People in Barnet](#) contains some of the data used to evidence the potential effects on different equalities strands.

A consultation on Barnet's budget proposals for 2013-14 was undertaken between 31 October and 31 January 2013. A total of 41 people responded to all or one of the questions related to the Children's Service budget consultation. Of those who gave their personal details via the online questionnaire (excludes those who did not answer the question):

- 12 were female, 4 were male
- Of the people who identified themselves as female, 1 was pregnant
- Of the people who identified themselves as female, 1 was on maternity leave
- 1 was aged 15-18 years, 4 were aged 25-34, 3 were aged 35-44, 6 were aged 45-54, 1 was aged 75+
- 12 stated their ethnicity as White British, 1 White Other, number, 1 Black or Black British - African, and 1 Asian or Asian British – Indian
- 1 person stated their religion to be Agnostic, 1 Atheist, 3 Christian, 4 Hindu, 4 Jewish, and 2 No Religion
- 3 people stated they had a disability under the DDA
- 1 person stated their sexuality to be Bisexual and 12 Heterosexual

A wide range of young people were the youth offer proposals including via consultation meetings and an online questionnaire specifically for young people. A total of 60 young people responded to all or one of the questions related to the young person specific Children's Service budget consultation. Of those who gave their personal details via the online questionnaire (excludes those who did not answer the question):

- 12 young people were female, 2 were male
- 3 young people were aged 12-14 years, 3 aged 14-16, 3 aged 16-18, and 3 aged 18-24
- 6 young people stated their ethnicity as White British, 2 were White Other number, 2 were of Other Ethnicity, 1 Asian or Asian British – Other, 1 Mixed - White and Asian, 1 Other – Chinese, and 1 White - Greek/Greek Cypriot
- 2 young people stated their religion to be agnostic, 5 Christian, 1 Atheist, 1 Humanist, 1 No Religion and 1 Other Faith
- No one stated they had a disability under the DDA
- 1 young person stated their sexuality to be Bisexual, 7 Heterosexual, 2 Lesbian

<b>4. How are the equality strands affected? Please detail the effects on each equality strand, and any mitigating action you have taken so far</b>			
<b>Equality Strand</b>	<b>Affected?</b>	<b>Explain how affected</b>	<b>What action has been taken already to mitigate this?</b>
Race	Yes <input checked="" type="checkbox"/> / No <input type="checkbox"/>	Black and Black other ethnic groups are over represented with the substance misuse service (21%) when compared with the overall youth population of 14%	We will ensure that there is clear signposting to national and any remaining London resources by the family support workers and others, including through community groups. Subject to confirmation of public health and MOPAC funding a small substance misuse service for young people in Barnet is likely to remain.
Gender	Yes <input checked="" type="checkbox"/> / No <input type="checkbox"/>	Males are overrepresented as users of Barnet's universal/targeted substance misuse services.	We will ensure that there is clear signposting to national and any remaining London resources by the family support workers and others for both male and female young people. Subject to confirmation of public health and MOPAC funding a small substance misuse service for young people in Barnet is likely to remain.
Disability	Yes <input type="checkbox"/> / No <input checked="" type="checkbox"/>	There is no evidence that the proposal will disproportionately affect young people with disabilities.	Remaining resources and signposting would be designed to support young people, including those with disabilities.
Age	Yes <input checked="" type="checkbox"/> / No <input type="checkbox"/>	Teenagers, especially those over 14 are more likely to be services users so could be disproportionately affected.	We will ensure that there is clear signposting to national and any remaining London resources by the family support workers and others, teenagers are likely to be a target group. Subject to confirmation of public health and MOPAC funding a small substance misuse service for young people in Barnet is likely to remain.
Sexual Orientation	Yes <input type="checkbox"/> / No <input checked="" type="checkbox"/>	There is no evidence that changes to the service will disproportionately affect young people of different sexual orientations.	
Gender	Yes <input type="checkbox"/> / No <input checked="" type="checkbox"/>	There is no evidence that changes to the service will	

Children's Service - Equality Impact Assessment

reassignment		disproportionately affect young people who have undergone gender reassignment.	
Religion or belief	Yes <input type="checkbox"/> / No <input checked="" type="checkbox"/>	There is no evidence that changes to the service will disproportionately affect young people of different religious beliefs.	
Pregnancy and maternity (teenage parents)	Yes <input type="checkbox"/> / No <input checked="" type="checkbox"/>	There is no evidence that changes to the service will disproportionately affect teenage parents.	
Marital status	Yes <input type="checkbox"/> / No <input checked="" type="checkbox"/>	The marital status of young people or their parents is not part of the criteria for access to substance misuse services.	We will ensure that there is clear signposting to national and any remaining London resources by the family support workers and others, children in care and care leavers are likely to be a target group. Subject to confirmation of public health and MOPAC funding a small substance misuse service for young people in Barnet is likely to remain.
Those on low incomes	Yes <input type="checkbox"/> / No <input checked="" type="checkbox"/>	Although deprivation may be a risk factor in substance misuse it cannot be evidenced that those in more deprived areas are more likely to require support around substance misuse	
Children in care/care leavers	Yes <input checked="" type="checkbox"/> / No <input type="checkbox"/>	Children in care and leaving care are more likely to have experienced difficult backgrounds and may therefore be more likely to require support around substance misuse.	We will ensure that there is clear signposting to national and any remaining London resources, children in care and care leavers are likely to be a target group. Subject to confirmation of public health and MOPAC funding a small substance misuse service for young people in Barnet is likely to remain.
Young offenders	Yes <input checked="" type="checkbox"/> / No <input type="checkbox"/>	Young offenders are overrepresented as users of Barnet's universal/targeted and specialist services so are more likely to be disproportionately affected.	We will ensure that there is clear signposting to national and any remaining London resources by the proposed family support workers and others, young offenders are likely to be a target group. It is possible that a small

Children's Service - Equality Impact Assessment

			substance misuse service for young people in Barnet may remain, but this is dependent on public health and MOPAC funding.
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<p><b>5. What will be the impact of delivery of any proposals on satisfaction ratings amongst different groups of residents</b></p>
<p>In the Residents Perception Survey 2012 residents' concerns in relation to people being drunk in public places has remained the same at 19% compared to the 2011 survey. However, residents' concerns in relation to people using or dealing drugs have increased from 20% in the 2011 survey to 23% in the 2012 survey. More detailed analysis of the Residents Perception Survey 2012 is currently underway which will enable us to further review the impact of the changes implemented over the past two years.</p> <p>To help reduce the impact of this proposal on satisfaction ratings we will increase integration with our family focus team and the family support workers within our early intervention and prevention service. However, it is not anticipated that the reduction will impact positively on the satisfaction of residents.</p> <p>Work is being undertaken with public health colleagues to secure funding for an ongoing service and a funding bid will also be submitted for MOPAC monies.</p>
<p><b>6. How does the proposal enhance Barnet's reputation as a good place to work and live?</b></p>
<p>There is no evidence to suggest that the proposal will enhance Barnet's reputation as a good place to work and live. Going forward the funding for providing substance misuse services sits with public health and MOPAC. If funding from these sources is not confirmed then the impact of the proposed reduction in children's service funding for these services would be increased.</p> <p>To help reduce the impact of this proposal we will increase integration with our family focus team and the family support workers within our early intervention and prevention service.</p>
<p><b>7. How will members of Barnet's diverse communities feel more confident about the council and the manner in which it conducts its business?</b></p>
<p>Clear communication, consultation and engagement is taking place with young people and other stakeholders including the voluntary sector, community groups, police and schools to help ensure the views of Barnet's diverse communities are taken into account. Councillors will fully consider and give due regard to the responses to consultation, and to this Equalities Impact Assessment, as part of a clear and transparent decision-making process to try and ensure that all citizens feel confident about the manner in which the council is conducting its business.</p> <p>It is anticipated that more integration with our family focus team and the family support workers within our early intervention and prevention service, especially in terms of signposting to relevant services, will help to support families where young people have substance misuse issues, which may partially mitigate the impact of the proposal.</p>
<p><b>8. What measures and methods have been designed to monitor the application of the policy or service, the achievement of intended outcomes and the identification of any unintended or adverse impact? <i>Include information about the groups of people affected by this proposal. Include how frequently will the monitoring be conducted and who will be made aware of the analysis and outcomes? Include these measures in the Equality Improvement Plan (section 13)</i></b></p>
<p>We will continue to monitor this to identify any impacts of the proposal. A range of performance indicators will be measured as part of the early intervention and prevention project to monitor its effectiveness, including in addressing issues of substance misuse. Performance will be reported to the senior leadership team on at least a quarterly basis.</p> <p>The National Treatment Agency as part of Public Health will continue to provide the borough with quarterly updates on borough performance we will be able to use this to help assess the remaining service against user needs.</p>
<p><b>9. How will the new proposals enable the council to promote good relations between different communities? <i>Include whether proposals bring different groups of people together, does the</i></b></p>

*proposal have the potential to lead to resentment between different groups of people and how might you be able to compensate for perceptions of differential treatment or whether implications are explained.*

It is not anticipated that the proposal will help the council to actively promote relations between different communities. Any changes will be communicated to help ensure that different parts of the community understand the reduction in resources for commissioned substance misuse services and the support available as part of the integrated family focus model.

**10. How have residents with different needs been consulted on the anticipated impact of this proposal? How have any comments influenced the final proposal? Please include information about any prior consultation on the proposal been undertaken, and any dissatisfaction with it from a particular section of the community.**

Pre-consultation around the proposals took place with the Barnet Youth Board and at the Youth Support Service Practitioners' group meeting which included representatives from a range of partner organisations.

Barnet Youth Board and UK Youth Parliament have created a youth friendly version of the Budget Proposals consultation and are working to ensure young people in Barnet understand proposed changes and comment as necessary. The team have created a film called Barnet Young Voices Project to capture young people's views on a range of issues in Barnet. They met with Councillor Andrew Harper to discuss each proposal and the impact on young people and services for young people in Barnet. Although they understood pressures placed on local councils they expressed some concerns and wanted to ensure that cuts did not compromise the quality of services. To support the consultation process and raise awareness of young people's participation in decision making, some members will run focus groups in their schools around proposals and feed that back to the board and wider consultation process. The formal youth friendly consultation for young people has been circulated to schools and community groups.

Formal consultation has been carried out via a number of methods to enable stakeholders to give feedback and put the proposals into context against their needs. A consultation paper including the proposal was emailed to key stakeholders, an online questionnaire is being conducted, and a dedicated email address has been set up.

**11. Decision:**

No Impact	Positive Impact	Neutral Impact	Negative Impact or Impact Not Known <sup>1</sup>
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>

**12. Comment on decision**

It is anticipated that the proposal could result in a negative equalities impact on young people in Barnet, especially those in vulnerable groups, such as males; young offenders, young black British and other ethnic groups, who may be more likely to require support around substance misuse. Family support workers support families where young people have substance misuse issues, which, along with signposting to any London-wide resources, should help to partially mitigate the impact of the proposal. It is possible that a small substance misuse service for young people in Barnet may remain, but this is dependent on public health and MOPAC funding which is currently unknown.

<sup>1</sup> 'Impact Not Known' – tick this box if there is no up-to-date data or information to show the effects or outcomes of the function, policy, procedure or service on all of the equality strands.

### 13. Equality Improvement Plan

Please list all the equality objectives, actions and targets that result from the Equality Impact Assessment (continue on separate sheets as necessary). These now need to be included in the relevant service plan for mainstreaming and performance management purposes.

Equality Objective	Action	Target	Officer responsible	By when
Ensure vulnerable young people still have access to substance misuse services.	Ensure there is clear signposting to national and remaining resources by the family focus and family support workers and other practitioners.	The most vulnerable young people are appropriately signposted to remaining services in Barnet or London.	Head of Early Intervention and Prevention and Head of Youth and Community	Ongoing
	Work with schools to ensure that preventative messages and signposting takes place, including in PSHE lessons.	Raised awareness among young people, including of where to access support.	Public Health lead and Head of Early Intervention and Prevention	Ongoing
Any negative equalities impacts of this proposal are identified.	Continue to monitor performance indicators to track effectiveness of early intervention and prevention in addressing substance misuse and effectiveness of remaining substance misuse service.	Any negative impacts are identified and appropriate action taken to help address.	Head of Early Intervention and Prevention	Quarterly
Foster good relationships and understanding between communities.	Clearly communicate any changes to current service users and Barnet residents.	Different parts of the community understand the reduction in resources for commissioned substance misuse services and the support available as part of the integrated family focus model.	Commissioner	31 March 2013

<b>1<sup>st</sup> Authorised signature (Lead Officer)</b>	<b>2<sup>nd</sup> Authorised Signature (Member of SLT)</b>
<b>Date:</b>	<b>Date:</b>