

Equality Impact Assessment [version 2.9]



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| Children’s Social Care and Special Education Spot Purchase Placements | |
| <input type="checkbox"/> Policy <input type="checkbox"/> Strategy <input checked="" type="checkbox"/> Function <input type="checkbox"/> Service <input type="checkbox"/> Other | <input type="checkbox"/> New <input checked="" type="checkbox"/> Already exists / review <input type="checkbox"/> Changing |
| Directorate: People | Lead Officer name: Gail Rogers |
| Service Area: Children’s Commissioning | Lead Officer role: Head of Service Commissioning |

Step 1: What do we want to do?

The purpose of an Equality Impact Assessment is to assist decision makers in understanding the impact of proposals as part of their duties under the Equality Act 2010. Detailed guidance to support completion can be found here [Equality Impact Assessments \(EqIA\) \(sharepoint.com\)](#).

This assessment should be started at the beginning of the process by someone with a good knowledge of the proposal and service area, and sufficient influence over the proposal. It is good practice to take a team approach to completing the equality impact assessment. Please contact the [Equality and Inclusion Team](#) early for advice and feedback.

1.1 What are the aims and objectives/purpose of this proposal?

Briefly explain the purpose of the proposal and why it is needed. Describe who it is aimed at and the intended aims / outcomes. Where known also summarise the key actions you plan to undertake. Please use plain English, avoiding jargon and acronyms. Equality Impact Assessments are viewed by a wide range of people including decision-makers and the wider public.

The purpose of the proposal is to amend the sign off process for spot purchase social care and special education placements that are in excess of the key decision value threshold of £500,000.

Currently each placement made in excess of £500,000 is required to go to Cabinet for sign off. The time taken to submit Cabinet reports through the decision pathway is not compatible with placement processes, as often social care placements need to be made at short notice and Independent Special School placements are bound by timeframes as set out in the SEND Code of Practice. In addition, as both a waiver form and cabinet decision must currently be completed and approved for each spot purchase above key decision threshold value, the volume of work required for sign off is high.

As such, we are seeking approval from Cabinet to delegate authority to the Director of Children and Families and Director of Education and Skills, in consultation with the Cabinet Member for Families, Education and Women, to approve such placements for children and young people, where our existing framework contracts are unable to meet requirements. A report will then be submitted to Cabinet annually outlining the placements that were made.

The aim of the proposed revised process is that it will speed up decision making in relation to these placements and free up Children’s Placement Team and SEND Business Unit to undertake more pertinent work such as developing sufficiency of placements and ensuring services are high quality and value for money.

Bristol City Council has a number of statutory requirements in relation to children’s placements. Section 22 (A-G) of the Children Act 1989 requires local authorities to provide children in their care with accommodation, placing children in the most appropriate placement available. There is also a duty under the Children and Families Act 2014 to always consider how children and young people can be supported to facilitate their development and to help them achieve the best possible educational outcomes. If a child with an Education, Health and Care plan’s needs cannot be met within a mainstream or maintained special school, we will need to arrange an education placement in an Independent or non-maintained special school. Placements need to be made in line with these duties and the proposed amendment to the sign off process will enable this to happen in a more timely manner.

1.2 Who will the proposal have the potential to affect?

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| <input checked="" type="checkbox"/> Bristol City Council workforce | <input type="checkbox"/> Service users | <input type="checkbox"/> The wider community |
| <input checked="" type="checkbox"/> Commissioned services | <input type="checkbox"/> City partners / Stakeholder organisations | |
| Additional comments: | | |

1.3 Will the proposal have an equality impact?

Could the proposal affect access levels of representation or participation in a service, or does it have the potential to change e.g. quality of life: health, education, or standard of living etc.?

If 'No' explain why you are sure there will be no equality impact, then skip steps 2-4 and request review by Equality and Inclusion Team.

If 'Yes' complete the rest of this assessment, or if you plan to complete the assessment at a later stage please state this clearly here and request review by the Equality and Inclusion Team.

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|------------------------------|--|-----------------|
| <input type="checkbox"/> Yes | <input checked="" type="checkbox"/> No | [please select] |
|------------------------------|--|-----------------|

The proposal simply seeks to amend the sign off process for social care and education placements, in order to expediate the process and enable the relevant placement teams to spend more time developing Bristol's Sufficiency and considering approaches to better manage the market and therefore quality, cost, availability and choice of placements. This will not impact what placements are being made or the services that children and young people will receive; this is always based on the needs of individual children. Cabinet will still retain oversight via the annual report submitted.

Step 5: Review

The Equality and Inclusion Team need at least five working days to comment and feedback on your EqIA. EqIAs should only be marked as reviewed when they provide sufficient information for decision-makers on the equalities impact of the proposal. Please seek feedback and review from the [Equality and Inclusion Team](#) before requesting sign off from your Director¹.

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| Equality and Inclusion Team Review: <i>Reviewed by Equality and Inclusion Team</i> | Director Sign-Off: Ann James |
| Date: 1/6/2021 | Date: 1/06/201 |

¹ Review by the Equality and Inclusion Team confirms there is sufficient analysis for decision makers to consider the likely equality impacts at this stage. This is not an endorsement or approval of the proposal.