

Budget Savings Proposals Full Equality Impact Assessment (EQIA)

Section 1: General Information

1a) Name of the savings proposal

Review and Rationalisation of Emotional Health and Wellbeing Support

1b) Service area

Children's Social Care

1c) Service Head

Helen Lincoln – Service Head Children's Social Care

1d) Name and role of the officer/s completing the EQIA

Karen Badgery, External Funding and Commissioning Manager and Sarah Barr, Strategy and Partnerships Officer

Section 2: Information about changes to services

2a) In brief please explain the savings proposals and the reasons for this change

The Child and Adolescent Mental Health Service (CAMHS) commissioned by the Council and NHS Tower Hamlets from East London Foundation Trust (ELFT) is being reviewed to reduce costs through operating efficiencies. CAMHS will be redesigned to ensure the delivery of a more streamlined service. Better integration with other services (e.g. Educational Psychology) is also being pursued to ensure that high quality support continues to be provided for children and young people with mental health needs.

According to the latest CAMHS mapping exercise Tower Hamlets CAMHS has approximately 45 staff per 100,000 all-age population. The recommended number of non-teaching staff for the delivery of a comprehensive CAMHS is 15 per 100,000 all-age population, or 20 per 100,000 where they have teaching responsibilities. However, the figure is likely to be higher in areas which also deliver other specialist services, which is the case in Tower Hamlets. Data from NHS North London Sector commissioners also suggests relatively high expenditure in Tower Hamlets, with a higher unit cost than neighbouring boroughs, but no significant difference in performance. This suggests scope for savings. In addition, analysis of the caseloads and unit costs of the different parts of the CAMHS service within Tower Hamlets show significant differences, including between teams that do similar work but in different geographical areas (for example, the average cost per young person seen is £1131 in the east of the borough compared with £1862 in the west of the borough) suggesting further potential for efficiencies.

Negotiations with ELFT are well advanced in readiness for changes to the contract for the financial year 2011-12. These negotiations are progressing well and savings have already been identified by ELFT through management efficiencies and re-organisation as well as better alignment with other services.

2b) What are the equality implications of your proposal?

There are no immediate equality implications for children and young people or LBTH staff as a result of these savings proposals. The main risks for children and young people using these services are clinical risks. In any process of service redesign ELFT will ensure that there are no clinical risks as a result of any changes.

There are no current plans to change the eligibility criteria or access to services for children and young people with mental health problems and it is anticipated that the proposals will not impact on this group. However, there will be a review of thresholds into services, based on NICE and other relevant guidelines, to ensure the service continues to be delivered to all children and young people who require a service. We are working to ensure that universal services can meet the emotional health and wellbeing needs of children and young people at the lower levels of need, preventing unnecessary and inappropriate referrals to specialist services for lower needs. This is not only a more efficient way to deliver services, but is better for children and young people.

Section 3: Equality Impact Assessment

With reference to the analysis above, for each of the equality strands in the table below please record and evidence your conclusions around equality impact in relation to the savings proposal.

<p>Race</p> <p><i>Identify the effect of the policy on different racial groups.</i></p>	<p>It is not expected that there will be any negative impact on different racial groups as children and young people are seen on the basis of their health needs. The Council and Public Health at the PCT are in the process of conducting a Joint Strategic Needs Assessment of our Child and Adolescent Mental Health services which will identify any gaps in provision for all children and young people, including those from specific groups. This is an annual process which helps us review the service and establish the needs of all children and young people in relation to their emotional health and well being.</p>
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<p>Disability</p> <p><i>Identify the effect of the policy on different disability groups</i></p>	<p>It is not expected that there will be any negative impact on different disability groups. The new service model will continue to cater for specific groups of children and young people, including children with a disability who also require support from CAMHS. The annual JSNA process will ensure that we continue to meet the needs of all children and young people.</p>
<p>Gender</p> <p><i>Identify the effect of the policy on different gender groups (inc Trans) groups</i></p>	<p>For the reasons set out above and in section 2(b) it is not anticipated that there will be any negative impact on different gender groups.</p>

<p>Sexual Orientation</p> <p><i>Identify the effect of the policy on members of the LGB community</i></p>	<p>For the reasons set out above and in section 2(b) it is not expected that there will be any negative impact on members of the LGB community.</p>
<p>Religion and Belief</p> <p><i>Identify the effect of the policy on different religious and faith groups</i></p>	<p>For the reasons set out above and in section 2(b) it is not expected that there will be any negative impact on different religious or faith groups.</p>

<p>Age</p> <p><i>Identify the effect of the policy on different age groups using the prompts above</i></p>	<p>For the reasons set out above and in section 2(b) it is not anticipated that there will be any negative impact on different age groups.</p>
<p>Socio-economic</p> <p><i>Identify the effect of the policy in relation to socio-economic inequalities</i></p>	<p>For the reasons set out above and in section 2(b) it is not expected that there will be any negative impact in relation to socio-economic inequalities.</p>

<p>Other</p> <p><i>Identify if there are groups, other than those already considered, that may be adversely affected by the policy?</i></p>	<p>For the reasons set out above and in section 2(b) it is not expected that there will be any other groups negatively impacted by this policy.</p>
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<p>Staff</p> <p><i>Identify if there are any staff groups, that may be adversely affected by the policy?</i></p>	<p>It is not anticipated that there will be any significant negative impact on staff employed by LBTH, although some social work staff may be required to change teams, away from CAMHS and be reallocated to another part of Children's Social Care.</p>
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Section 4: Equality Impact Assessment Action Plan

Adverse impact	Please describe the actions that will be taken to mitigate this impact
No adverse impact identified.	

If an adverse impact cannot be mitigated please describe an alternative option, its costs and the equality impact.

Section 5: Future Review and Monitoring

Impact assessing the saving proposal will be on-going as the impacts are unclear at this stage.

APPENDIX A: Equality Impact Assessment Test of Relevance

TRIGGER QUESTIONS	YES / NO	IF YES PLEASE BRIEFLY EXPLAIN.....
<p>Does the change reduce resources available to address inequality?</p>	<p>No</p>	<ul style="list-style-type: none"> • What outcome did the previous intervention seek to achieve? • What evidence do you have about how effective the previous intervention was?
<p>CHANGES TO A SERVICE</p>		
<p>Does the change alter access to the service?</p>	<p>No</p>	<ul style="list-style-type: none"> • Is there evidence that access will be more difficult or costly for some people?
<p>Does the change involve revenue raising?</p>	<p>No</p>	<ul style="list-style-type: none"> • What evidence do we have about who will pay? • What impact will this have on the income available for these people?
<p>Does the change alter who is eligible for the service?</p>	<p>No</p>	<ul style="list-style-type: none"> • What evidence do we have about who will no longer be eligible for the service? • Is this likely to lead to poorer outcomes for those who cannot access the service?

<p>Does the change involve a reduction or removal of income transfers to service users?</p>	<p>No</p>	<ul style="list-style-type: none"> • What evidence do we have on who has benefits from these transfers? • What is the likely impact of the removal of the income to current beneficiaries?
<p>Does the change involve a contracting out of a service currently provided in house?</p>	<p>No</p>	<ul style="list-style-type: none"> • Is there a need to include promotion of equality in the new contract arrangements?
<p>CHANGES TO STAFFING</p>		
<p>Does the change involve a reduction in staff?</p>	<p>No</p>	<ul style="list-style-type: none"> • What evidence do we have about the composition of the current workforce? • Are there some groups who are likely to be disproportionately affected by the proposed reduction?
<p>Does the change involve a redesign of the roles of staff?</p>	<p>Yes</p>	<p>It may be necessary for social workers currently based in the CAMHS team to be reallocated to another team within Children’s Social Care. Social workers will be made redundant though.</p>