

# Budget Savings Proposals

## Full Equality Impact Assessment (EQIA)

### Section 1: General Information

**1a) Name of the savings proposal**

Redesign of Parent Support Service & Advice

**1b) Service area**

Parent Support Service

**1c) Service Head**

Mary Durkin, Service Head Youth and Community Learning

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

Jill McGinley, Universal Parent Support Service Manager

### Section 2: Information about changes to services

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

The government's Comprehensive Spending Review in December 2010 confirmed that the Council must save approximately £70million in the General Fund budget over three years from 2011/12 and address a loss of £3.4m in relation to grants and other funding sources.

The current Parent Support Service delivers universal and targeted programmes and / or parent support services, including to more than 13,000 parents / carers in 2009/10. The restructure of parenting support is the result of a reduction in funding, some of which was previously indicated by the deletion of Working Neighbourhoods Fund. The current structure is therefore unsustainable and a new staffing structure needs to be in place this year.

The Parent Support Team is working hard with schools to try to maintain a service and secure the work of the Parents Advice Centre (PAC), ensuring that all statutory requirements are met. To be able to continue some of these services will necessitate the streamlining of back office functions and consolidation of roles in line with the overall restructure vision for Extended Services.

Under the proposed restructure, as core function, the Parental Engagement team will retain the lead within the authority for increasing levels of parental engagement in children's learning and development, supporting access to the curriculum, involvement in school governance, support at key points of transition and promoting parent voice and consultation.

The team will also continue to provide training and support for staff in schools and settings, working with parents and meet the extended schools agenda for adults, encompassing wider family learning, information and advice for parents and swift and easy access to specialist services.

The Parental Engagement team will also continue to coordinate and support the delivery of universal and targeted parenting programmes, maintaining current referral, communication and mapping systems.

The team will continue to respond to new initiatives on behalf of the authority, eg. Healthy Families school based programme commissioned by the PCT and provide a universal and free offer to schools, while bespoke delivery and specialist support will be provided through Service Level Agreements. These will be dependent on the amount schools buy in.

The universal offer will include mediation, advocacy and support for parents of children and young people with Special Educational Needs (SEN), and continue to support parents of children with SEN through transition and the complex admissions system. SEN parent groups, the Parent Forum and the Independent Parental Supporters programme will ensure parents are informed, empowered, and supported to achieve the best outcomes for their child.

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

Future access to the service will in part be dependent upon school buy-in through traded service options. The service will develop Service Level Agreements with schools and parents of children in those schools will be able to access the services set out in those Agreements.

Service outcomes and quality assurance will be monitored through attendance data, user satisfaction questionnaires, evaluation, telephone surveys and progression tracking cards. Service delivery will continue to build upon evidence based success and impact models

### 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><b>Race</b></p> <p><i>Identify the effect of the policy on different racial groups.</i></p>	<p>Will the change in your policy/service have an adverse impact on specific ethnic groups? <b>No</b> Please describe the analysis and interpretation of evidence to support your conclusion.</p> <p>It is not envisaged that the savings proposal will have a negative impact by race. This will be monitored as the proposal develops.</p>
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<p><b>Disability</b></p> <p><i>Identify the effect of the policy on different disability groups</i></p>	<p>It is not expected that the service redesign will have a negative impact on disabled people. Delivery will still continue to support and meet the needs of parents / carers of disabled children as this is a statutory duty. The changes proposed are primarily concerned with achieving efficiencies and improving our way of working by being focussed on the core statutory remit of the service rather than the all encompassing service that is currently provided.</p>
<p><b>Gender</b></p> <p><i>Identify the effect of the policy on different gender groups (inc Trans) groups</i></p>	<p>It is not expected that the service redesign will have an adverse impact on men or women. However, a reduction in service capacity may impact upon a higher number of women, as they are the main carers for children and young people.</p>
<p><b>Sexual Orientation</b></p> <p><i>Identify the effect of the policy on members of the LGB community</i></p>	<p>Will the change in your policy/service have an adverse impact on lesbian, gay or bisexual people? Please describe the analysis and interpretation of evidence to support your conclusion.</p> <p>It is not anticipated there will be any negative impact on LGB people.</p>

<p><b>Religion and Belief</b></p> <p><i>Identify the effect of the policy on different religious and faith groups</i></p>	<p>Will the change in your policy/service have an adverse impact on people who practice a religion or belief? Please describe the analysis and interpretation of evidence to support your conclusion.</p> <p>It is not anticipated there will be any negative impact.</p>
<p><b>Age</b></p> <p><i>Identify the effect of the policy on different age groups using the prompts above</i></p>	<p>Will the change in your policy/service have an adverse impact on specific age groups? Please describe the analysis and interpretation of evidence to support your conclusion.</p> <p>It is not anticipated there will be any negative impact.</p>

<p><b>Socio-economic</b></p> <p><i>Identify the effect of the policy in relation to <b>socio-economic</b> inequalities</i></p>	<p>Will the change in your policy/service have an adverse impact on people with low incomes? <b>No</b> Please describe the analysis and interpretation of evidence to support your conclusion.</p> <p>This will be monitored as the proposal develops.</p>
<p><b>Other</b></p> <p><i>Identify if there are groups, other than those already considered, that may be adversely affected by the policy?</i></p>	<p><b>No</b></p> <p>It is not expected that any other groups would be negatively affected by this policy.</p>

<p><b>Staff</b></p> <p><i>Identify if there are any staff groups, that may be adversely affected by the policy?</i></p>	<p>Will the change in your policy/service have an adverse impact on staff? <b>Yes</b> Please describe the analysis and interpretation of evidence to support your conclusion.</p> <p>Current staffing 33 fte - proposed structure - 15.5 fte</p> <p>All staff affected will be subject to the Council's Handling Organisational change procedure. Tower Hamlets aims to provide best value services to the community, and regards its staff as its most important asset to do this. Changes to service delivery will inevitably take place, and the borough will accommodate these changes in a positive way, wherever possible providing development for employees' careers and with out threat to job security.</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**

The Parent Support Service will evaluate and quality assure provision as part of wider Extended Services review and in partnership with all service users, schools / settings / parents / carers and LA partners annually (termly in response to bespoke delivery and where appropriate).

The Parent Support Service will facilitate service user groups and forums where appropriate and will report to relevant Advisory and Steering Groups 3 time per year

## APPENDIX A: Equality Impact Assessment Test of Relevance

TRIGGER QUESTIONS	YES / NO	IF YES...
Does the change reduce resources available to address inequality?	<b>NO</b>	There is evidence from other councils that this support can continue to be provided at a reduced cost.
<b>CHANGES TO A SERVICE</b>		
Does the change alter access to the service?	<b>NO</b>	
Does the change involve revenue raising?	<b>NO</b>	
Does the change alter who is eligible for the service?	<b>NO</b>	
Does the change involve a reduction or removal of income transfers to service users?	<b>NO</b>	
Does the change involve a contracting out of a service currently provided in house?	<b>NO</b>	

<b>CHANGES TO STAFFING</b>		
<b>Does the change involve a reduction in staff?</b>	<b>YES</b>	
<b>Does the change involve a redesign of the roles of staff?</b>	<b>YES</b>	<p>All staff affected will be subject to the Council's Handling Organisational change procedure.</p> <p>Tower Hamlets aims to provide best value services to the community, and regards its staff as its most important asset to do this. Changes to service delivery will inevitably take place, and the borough will accommodate these changes in a positive way, wherever possible providing development for employees' careers and without threat to job security.</p>