

Equality Impact Assessment- Stage 2 Template

Table 1: Defining the Policy

Title of Policy:	Residential Schools SSP02
Service:	Social Services
Team:	Children and Families Service
<p>What is the purpose of the proposed policy or changes to established policy?</p> <p>Develop local community based alternatives in line with service wide redesign. Reduce number of residential school placements by 9. The net saving takes account of the requirement to invest in community based alternatives.</p>	
<p>Who is affected by the policy or who is intended to benefit from the proposed policy and how?</p> <p>Overall it is assessed that this will have a positive impact on children and families by providing community based alternatives that are closer to home and ensuring that where possible children remain with their own families. This will include children with protected characteristics. It is not assessed that this will have a negative impact on individuals with protected characteristics. Where a residential school is required and assessed as the best way of meeting outcomes for an individual, this will still be available. Any potential adverse impact from the reduction of availability of residential school placements overall will be mitigated primarily through the development of local community based alternatives and through effective targeting of resources.</p>	
<p>How have you, or will you, put the policy into practice? Who will be responsible for delivering it?</p> <p>The policy will be implemented in a planned way to ensure that community based alternatives are in place as the number of placements that are purchased are reduced. Stakeholder engagement and communication will be key to successful implementation. Risks and impact will be monitored and mitigated as the work progresses.</p> <p>Lead Service Manager in place with accountability for delivery.</p>	

Table 2

In the Stage 1 Screening you identified that the policy will impact on one or more of the protected characteristics.

What information do you have that tell you how this policy might have an impact.
Key Questions:

- Will the impact of the proposed policy/function be the same or different for each group identified.
- Is there any indication or evidence of higher or lower participation or uptake of services by different groups?
- Are there any groups of people who are not taking up services?

Protected Characteristic	What Evidence do you have and Consultation has been undertaken
Disability	Overall it is considered that the impact will be positive by providing all children and families (including children with disabilities) with community based alternatives to residential placements. Any potential negative impact associated with the reduction in the provision of residential placements will be mitigated through the way in which this policy will be implemented and phased. Account will be taken of any need for specialist resources for children of disabilities.

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Table 3: What is the impact on the protected characteristics identified?(see Step 3 of guidelines)

Protected Characteristic	Impact (H,M,L or U)*	Description of Impact
Disability	Low	Assessed as low/[potentially no impact given the mitigation from the method of implementation and the need to take in to account the need for specialist provision where this is required.

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Table 4: Does the policy need to be changed?(see step 4 of Guidelines)

Are there any changes?		
Protected Characteristic		Description
Disability	No	No changes recommended
	Yes/ No	
	Yes/ No	

	Yes/ No	
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Approved by:

Name (Head of Service)	C Gray
Date	