

EQUALITY IMPACT ASSESSMENT AND ANALYSIS (EqIAA)

REVIEW OF FAMILY SUPPORT AND PARENTING

SECTION 1 - INTRODUCTION

This EqIAA covers the issue of the proposal to create an integrated Family Solutions Service to provide targeted support to parents and carers and their families with effect from 1 April 2013, including locality-based Family Support and Parenting teams within the Preventative Services Division, the Education Welfare Service and the Family Intervention Project (FIP) managed by the Youth Offending Service. In addition some family support services are commissioned from local providers.

The main purpose of the CYP integrated services function is covered in the departmental service plan. This document refers more specifically to the potential equality impacts of the options being considered to deliver budget reductions and associated changes to these services as set out in the proposals submitted to Children and Young People Committee 25th July 2012.

There are a number of general principles that apply to all the changes being proposed, these are to:

- Minimise impact on service delivery and specifically on vulnerable groups;
- Redistribute resources to ensure that those children most in need continue to receive the current level of service and to ensure that key groups such as children with disabilities or in priority neighbourhoods are not adversely impacted;
- Ensure that those children and young people that are most in need are the main beneficiaries of investment.

Background

The Family Support team is a 0-19 service, created by merging the previous Under 11s and Adolescent Support teams. It now operates from the north and south locality hubs, following the implementation of a management restructure. These staff provide direct support to children and young people within the context of their families, in particular, those that are already known to Children's Social Care. They also give support to parents to help them develop effective parenting strategies and provide a supervised contact service for children who are cared for by the local authority. Families may also be referred to 'Family Futures', which is a solution-focussed family group intervention. The Family Support team typically works with around 100 families at any one time.

There is a small Parenting team, also working from the north and south locality hubs. Its role is to:

- Co-ordinate parenting support, working closely with the Family Support and Social Care teams in relation to individual case work;

- Build capacity within the local children's workforce to support parents by providing 'train the trainer' programmes to ensure an adequate supply of trainers to deliver parenting courses.
- Deliver evidence based Parenting courses that support parents to build positive relationships with their children, increase their self esteem and encourage better behaviour. These programmes include:
 - Solihull Approach Parenting (for parents with children aged 0-3)
 - Incredible Years (4-6)
 - Parents Plus Children (6-11)
 - Parents Plus Teens (12-16)
 - Strengthening Families (10-14)

During 2011 a total of 160 parents started courses provided by this team, of which 125 completed them successfully (a 78.13% successful completion rate). At present there are 35 facilitators in other services that have been trained by the parenting team. In addition, there are some qualified social workers from the previous Adolescent Support Service working in the north and south Social Care teams to assist in the reduction of the number of young people being accommodated by the local authority. Their duties include:

- Providing a rapid response service to families of children and young people in crisis or at immediate risk of family breakdown.
- Assessing the risk of family breakdown and determining the level of need.
- Assessing the needs of 16-17 year old young people who are homeless.
- Providing individual or parenting support work with complex cases where children and young people are subject to a child protection or family support plan or are looked after by the local authority.
- Supporting the delivery of parenting programmes in conjunction with the Parenting team.

For a summary of population and service user data volumes for the service areas covered see Table 2 in section 3 below.

Overview of the proposals under consideration

We are proposing to consolidate the existing Family Support and Parenting team functions, together with the Education Welfare Service and provision that is commissioned from other organisations, into a new, integrated Family Solutions Service that will work closely with schools, Children's Centres and other early intervention services. The Family Solutions Service will be responsible for:

- Provision of direct support to individuals in their role as a parent or carer, ensuring effective links with other services that can support them both as an individual and as a parent / carer. This will include specific support to parents of children with disabilities and to disabled parents themselves.
- The use of risk indicators to identify as early as possible those families and parents / carers who are least likely to demonstrate the characteristics of a strong family unit.

- The engagement of families that are “hard to reach”¹ in order to ensure that they develop a positive relationship with at least one “trusted adult” who can support their continuing development as a unit
- Using the Common Assessment Framework and Team Around The Family to assess the needs of the family and to plan a co-ordinated programme of support. The focus will be on empowering the family to find its own solutions and avoid the need for intervention from statutory social care services²
- Provision of support programmes that have proven to be effective, ranging from parenting courses and short interventions through to more intensive support to families with complex problems. These programmes will include individualised support, group work and support on specific issues such as preparing for school, managing behaviour and dealing with adolescence, and access to Children’s Centre provision and Targeted Youth Support services where appropriate
- Where statutory social care services are already involved with the family, provision of support (as part of the Team Around the Family) to resolve difficulties, prevent escalation and avoid care proceeding whenever that is in the best interests of the children.

We envisage that this will evolve into a multi-agency service, involving health and housing professionals, as the council and its partners develop a more coordinated approach to supporting troubled families. It is proposed that separate arrangements will be made for the provision of supervised contact for children who are cared for by the local authority.

¹ ‘Hard to Reach’ groups may be defined as as the traditionally under-represented groups, the marginalised, economically disadvantaged or socially excluded and as such many equalities groups would be targeted

² As set out in ‘The Munro Review of Child Protection’ – E. Munro and ‘Early Intervention: The Next Steps’ – G.Allen.

SECTION 2 - CONSULTATION CONDUCTED

A comprehensive consultation programme which encompassed the three strands relating to the proposals for the development of early intervention and preventative services for children, young people and families in South Gloucestershire was organised. It involved engaging and consulting with staff, service users, the voluntary and community sector, town and parish councils and the wider public. The consultation period was open for 12 weeks from 1st March until 25th May 2012 and is fully compliant with the council's consultation policies including the compact partnership between South Gloucestershire Council, other public agencies and the voluntary and community sector and the parish charter.

This consultation programme involved surveys (both paper-based and online), six public meetings, staff briefings and a wide range of information provided through consultation documents which were widely distributed and available online. Staff also attended briefings and meetings were organised with a wide range of stakeholders to raise awareness of the consultation, explain the proposals and answers to questions. The responses to consultation on all elements of the integrated services proposals included:

- 662 completed surveys
- 99 letters/emails
- 13 Youth centre submissions (representing every youth centre)
- 49 expressions of interest in taking on the running of a centre / providing services
- 44 staff responses
- 138 people attended the public meetings
- 125 young people attended the youth conference

A full report on the consultation process and responses including details of specific events and feedback received is also available and appended to the decision report. Additional information and summary documents relating to the consultation are also available on the consultation website <https://consultations.southglos.gov.uk/consult.ti/IntegratedCYP12/consultationHome>.

A breakdown of responses by equality group is provided in table 1 below. A draft equality impact assessment was included in the consultation pack (included as appendix 1 below) and feedback invited. Feedback received has been incorporated into this equality impact assessment and analysis.

Consultation Results

The consultation results for equalities groups in respect of the questions raised are detailed in table 1 below. The key observations are as follows:

- A significant proportion of respondents agree (52.7%) with our proposals for supporting families through an integrated Family Solutions service, with just 14.1% disagreeing (Q.11).
- Female respondents were more likely to agree (53.3%) than male respondents (46.3%), as were those respondents under 18 with 60% agreeing and no respondents disagreeing. Over 65s were slightly more likely to disagree than other age groups but were still largely in favour of the proposals (Q.11).
- There is no significant difference in the numbers of respondents agreeing with the proposals for supporting families when comparing against ethnicity (Q.11).
- Disabled respondents were slightly more likely to disagree than other groups but generally all groups broadly reflected the average response (Q.11).
- Proposals for providing parenting support through an integrated Family Solutions Services met with a similar response to that for supporting families above. Under 18s responded particularly favourably with 70% agreeing and none disagreeing with the proposals. Over 65s and respondents with a disability were the least inclined to agree with the proposals (Q.12).
- Respondents preferred the integrated Family Solutions Service to be managed by the council with 52.9% selecting option A as opposed to the commissioning option B (12.8%) (Q.13).
- A greater percentage of men expressed a preference for both option A (56.1%) and option B (19.5%) while almost 40% of female respondents did not express a preference for either option A (50.7%) or option B (10.4%) (Q.13).
- Under 18s were less concerned about the model for delivery with 10% selecting option A and 20% option B (Q.13).
- Non-White British respondents expressed a stronger preference for option A (62.1%) than other groups (Q.13).
- Respondents with a disability did not express a strong preference, however, of those that did express a preference the majority favoured option A (25%) to option B (16.7%) (Q.13).

Table 1. Equalities analysis of consultation survey responses – for all strands of the integrated services proposals

		All	Staff	Service User	Other interested party	Male	Female	18 or under	19 to 65	Over 65	White British	Non White British	Disabled	Non Disabled
Question	Base	243	45	123	46	42	146	10	165	10	164	31	26	153
Q1 How strongly do you agree or disagree with the overall approach proposed?	Agree	21.5%	25.6%	22.5%	20.0%	22.5%	20.9%	0.0%	25.3%	0.0%	18.7%	38.7%	8.0%	24.0%
	Disagree	60.0%	46.5%	63.0%	51.1%	57.5%	61.8%	70.0%	56.1%	100.0%	60.6%	58.0%	76.0%	57.3%
Q3 How strongly do you agree or disagree with commissioning more services from external providers?	Agree	20.3%	15.9%	20.7%	22.8%	21.4%	20.1%	30.0%	20.9%	20.0%	20.3%	22.6%	19.2%	21.2%
	Disagree	67.3%	75.0%	65.7%	61.3%	76.2%	65.3%	50.0%	65.6%	80.0%	67.3%	64.5%	65.4%	66.2%
Q5 How strongly do you agree or disagree with our proposals to focus support in six children's centres in the priority neighbourhoods?	Agree	39.5%	37.2%	39.6%	42.5%	46.4%	36.0%	10.0%	41.3%	44.4%	39.4%	36.7%	21.7%	40.0%
	Disagree	44.1%	37.2%	42.3%	47.5%	43.9%	45.1%	60.0%	41.9%	55.5%	45.1%	40.0%	56.5%	42.7%
Q7 Which option do you prefer for operating the six proposed Children's Centres in the priority neighbourhoods?	Option A	68.6%	79.1%	65.7%	62.5%	57.9%	72.5%	20.0%	72.3%	77.8%	70.8%	55.2%	48.0%	71.8%
	Option B	9.0%	9.3%	6.9%	15.0%	18.4%	5.8%	10.0%	8.4%	11.1%	9.1%	6.9%	8.0%	9.2%
Q8 How strongly do you agree or disagree with our proposals for the remaining children's centres?	Agree	28.1%	30.3%	23.1%	36.9%	25.0%	28.3%	50.0%	29.4%	0.0%	27.0%	33.3%	17.3%	31.5%
	Disagree	44.8%	39.6%	47.2%	36.9%	47.5%	45.4%	0.0%	45.7%	71.4%	45.5%	36.7%	60.9%	42.5%
Q11 How strongly do you agree or disagree with our proposals for supporting families through an integrated Family Solutions Service?	Agree	52.7%	54.5%	45.8%	66.7%	46.3%	53.2%	60.0%	53.5%	44.4%	52.2%	51.7%	41.7%	56.8%
	Disagree	14.1%	6.8%	18.6%	10.2%	9.7%	16.6%	0.0%	14.7%	33.3%	15.9%	6.9%	16.6%	14.4%
Q12 How strongly do you agree or disagree with our proposals for providing parenting support through an integrated family Solutions Services?	Agree	53.3%	54.6%	50.0%	61.0%	46.4%	53.5%	70.0%	53.2%	44.4%	52.5%	48.4%	41.6%	56.5%
	Disagree	14.0%	11.3%	17.0%	9.8%	9.8%	17.1%	0.0%	15.2%	33.3%	16.7%	6.5%	16.6%	14.9%
Q13 Which option do you prefer for establishing the integrated family solutions service?	Option A	52.9%	81.8%	43.0%	48.8%	56.1%	50.7%	10.0%	55.0%	60.0%	52.0%	62.1%	25.0%	56.4%
	Option B	12.8%	2.3%	11.0%	22.0%	19.5%	10.4%	20.0%	10.6%	30.0%	12.5%	10.3%	16.7%	11.4%
Q15 How strongly do you agree or disagree with our proposals for targeted youth provision?	Agree	36.0%	26.7%	38.0%	45.3%	40.0%	35.1%	87.5%	35.3%	20.0%	34.5%	41.9%	21.7%	39.6%
	Disagree	37.6%	40.0%	33.0%	45.2%	37.5%	38.8%	12.5%	36.0%	80.0%	37.8%	35.5%	43.4%	37.5%
Q16 Which option do you prefer for establishing the targeted youth support service?	Option A	49.7%	68.9%	37.8%	61.4%	52.5%	47.4%	0.0%	50.0%	80.0%	48.0%	58.6%	22.7%	53.2%
	Option B	12.3%	4.4%	12.2%	15.9%	20.0%	9.8%	20.0%	11.3%	10.0%	11.8%	13.8%	13.6%	11.3%
Q17 How strongly do you agree or disagree with our proposals for universal youth provision?	Agree	31.1%	19.1%	33.6%	36.3%	22.5%	30.3%	50.0%	28.2%	22.2%	27.5%	40.0%	16.7%	31.0%
	Disagree	35.7%	42.9%	31.8%	47.8%	45.0%	34.9%	20.0%	34.9%	77.8%	36.9%	33.4%	41.7%	37.4%
Option A = Council managed Option B = Commission from external provider														

* Omits questions requiring qualitative responses

Comments were also invited and received as part of the feedback to the consultation and a summary of the nature of those responses relating to equalities issues are shown below:

- Respondents were concerned about how we would identify those most in need. They considered that people moved in and out of need and are hard to identify. In need people were not just in priority neighbourhoods or low socio-economic groups and to limit provision to a small number was discriminatory. They felt that the provision of universal, open access services were an important way of identifying people who would benefit from more targeted support.
- Loss of specialist support groups for children and young people with disabilities provided through children's centres and youth centres e.g. disabled play sessions and LDD youth group, young carers group
- Issues around isolation (particularly in rural areas) caused by inability to access services due to distances travelled and lack of transport (also an issue in areas of deprivation)
- There were a number of comments about the relationship between this strand and the other two (Children's Centres and Targeted Youth Support) and the need to develop close links with both. The relationship with the Children's Centres and Health Services was seen as essential.

SECTION 3 - RESEARCH CONDUCTED

The following tables display data collected to accurately assess the potential impacts of the proposed changes on specific protected characteristic groups.

Table 2 - Population and service user data for Family solutions

	2009-10	2010-11	2011-12
Parenting Team			
# of courses delivered by CYP Parenting Team	7	18	19
# of participants that took part in those courses	65	159	204
Family Support			
# of families receiving support	104	138	125
# of children supported	84 (individual work)	128 (individual work)	115 (individual work)
Family Futures			
# of families receiving support	14	9	Not available
# of children supported	20	13	
# of sessions provided	47	18	
Supervised contact			
# of families supported	38	40	40
EWS			
# of Attendance Panels (meetings where parents entered the formal legal process re school attendance)	149 (academic year)	174 (academic year)	Not yet available

Table 3 – National persistent school absenteeism by gender, free school meal eligibility, year group, first language and special educational needs

PRIMARY, SECONDARY AND SPECIAL SCHOOLS (1)(2)(3):
CHARACTERISTICS OF PERSISTENT ABSENTEES (4)(5)
2007/08
England

	Persistent Absentees (4)				
	Pupil enrolments in schools during 2007/08 (6)(7)		Percentage of half days missed (8):		
	Number	Percentage (9)	Authorised absence	Unauthorised absence	Overall absence
Gender					
Boys	117,650	3.5	21.66	13.71	35.37
Girls	115,690	3.7	21.34	13.58	34.92
Total	233,340	3.6	21.50	13.64	35.15
Free School Meal (FSM) Eligibility					
Known to be eligible for FSM	82,020	8.2	19.64	15.36	35.00
Other pupils (10)	151,330	2.8	22.53	12.70	35.23
Total (10)	233,340	3.6	21.50	13.64	35.15
National Curriculum Year Group:					
1 and below	13,180	2.4	21.78	7.62	29.41
2	9,520	1.7	21.24	8.19	29.43
3	8,640	1.5	21.24	8.46	29.70
4	8,750	1.5	21.60	8.34	29.94
5	9,000	1.6	22.19	8.02	30.22
6	9,360	1.6	22.30	8.79	31.09
7	15,740	2.7	23.12	9.81	32.93
8	23,440	4.0	22.63	11.89	34.51
9	31,530	5.3	21.80	14.11	35.91
10	42,670	7.2	20.49	16.73	37.21
11	56,660	9.5	20.33	17.76	38.09
12 and above	150	12.5	17.11	20.37	37.48
Total (10)	233,340	3.6	21.50	13.64	35.15
First Language					
First language is known or believed to be other than English	22,970	2.8	20.61	11.02	31.63
First language is known or believed to be English	205,100	3.7	21.43	13.73	35.17
Total (10)	233,340	3.6	21.50	13.64	35.15
Special Educational Needs					
Statements of SEN	18,050	9.4	26.53	12.78	39.31
School Action Plus	42,490	10.1	21.33	16.90	38.23
School Action	50,490	6.0	19.87	14.40	34.27
No identified SEN (10)	122,300	2.4	21.50	12.30	33.80
Total (10)	233,340	3.6	21.50	13.64	35.15

Source: School Census

Table 4a – National persistent school absenteeism by ethnic group

PRIMARY, SECONDARY AND SPECIAL SCHOOLS (1)(2)(3):
 PERSISTENT ABSENTEES BY ETHNIC GROUP (4)(5)
 2007/08
 England

	Persistent Absentees (4)				
	Pupil enrolments in schools during 2007/08 (6)		Percentage of half days missed (7):		
	Number	Percentage (8)	Authorised absence	Unauthorised absence	Overall absence
White	192,520	3.7	21.49	13.70	35.19
White British	178,510	3.6	21.43	13.69	35.12
Irish	1,140	5.1	21.47	15.05	38.51
Traveller Of Irish Heritage	1,610	36.8	29.42	13.45	42.87
Gypsy / Romany	2,850	30.2	24.44	15.48	39.92
Any Other White Background	8,420	4.0	20.46	13.18	33.64
Mixed	9,230	4.1	19.85	14.48	34.33
White and Black Caribbean	4,070	5.3	19.31	15.45	34.76
White and Black African	810	3.4	19.05	14.23	33.27
White and Asian	1,400	3.1	20.94	13.27	34.20
Any Other Mixed Background	2,950	3.8	20.31	13.78	34.09
Asian	14,190	2.8	21.42	8.99	30.41
Indian	2,550	1.7	21.87	7.85	29.72
Pakistani	7,160	3.5	21.59	8.78	30.36
Bangladeshi	3,080	3.6	20.40	10.06	30.46
Any Other Asian Background	1,390	2.0	22.00	9.80	31.80
Black	6,230	2.2	19.65	13.94	33.59
Caribbean	3,030	3.4	19.19	14.16	33.35
African	2,090	1.3	21.07	12.55	33.62
Any Other Black Background	1,110	3.4	18.26	15.90	34.16
Chinese	160	0.7	22.92	9.30	32.22
Any other ethnic group	2,230	2.9	19.98	13.18	33.16
Minority Ethnic Pupils (9)	46,040	3.4	21.07	12.41	33.49
All pupils (10)	233,340	3.6	21.50	13.64	35.15

Source: School Census

Table 4b - National school absenteeism by ethnic group

PRIMARY, SECONDARY AND SPECIAL SCHOOLS (1)(2)(3):
PUPIL ABSENCE BY ETHNIC GROUP (4)
2007/08
England

	Primary Schools (1)				Secondary Schools (1) (2)				Special Schools (3)				Total			
	Percentage of half days missed (5):			Number of day pupils of compulsory school age (5)	Percentage of half days missed (5):			Number of day pupils of compulsory school age (5)	Percentage of half days missed (5):			Number of day pupils of compulsory school age (5)	Percentage of half days missed (5):			Number of day pupils of compulsory school age (5)
	Authorised absence	Unauthorised absence	Overall absence		Authorised absence	Unauthorised absence	Overall absence		Authorised absence	Unauthorised absence	Overall absence		Authorised absence	Unauthorised absence	Overall absence	
White	2,810,900	4.80	0.49	5.09	2,411,310	5.90	1.47	7.45	50,210	0.03	2.10	10.21	5,000,990	5.29	0.97	6.26
White British	2,470,040	4.52	0.45	4.97	2,311,040	5.90	1.44	7.40	50,100	7.97	2.10	10.13	4,940,700	5.24	0.94	6.18
Irish	11,250	5.12	0.81	5.93	10,320	6.40	1.84	8.31	200	9.90	2.04	12.00	21,010	5.81	1.31	7.12
Traveller of Irish heritage	2,900	10.70	0.04	22.80	1,000	17.00	9.25	26.25	80	17.40	9.57	27.02	3,980	10.04	0.93	22.77
Gypsy/ Roma	5,700	13.21	5.05	18.27	2,900	13.45	9.90	23.35	150	13.10	9.50	22.74	6,700	13.29	6.09	19.90
Any other White background	114,420	5.49	0.85	6.45	80,590	6.07	1.70	7.85	1,640	0.91	1.83	10.74	202,650	5.77	1.31	7.08
Mixed	127,410	4.91	0.83	5.74	89,820	5.96	1.84	7.80	2,800	0.59	2.87	11.27	218,430	5.37	1.26	6.64
White and Black Caribbean	41,320	4.99	1.01	6.00	32,510	6.47	2.31	8.78	900	9.50	3.02	13.20	74,700	5.09	1.00	7.29
White and Black African	14,000	4.50	0.70	5.56	6,810	5.41	1.71	7.12	280	7.94	2.23	10.17	23,100	4.90	1.15	6.05
White and Asian	26,770	4.85	0.83	5.48	17,770	5.80	1.33	6.93	420	7.82	1.54	9.18	44,970	5.17	0.91	6.08
Any other Mixed background	45,340	4.90	0.81	5.77	30,430	5.70	1.69	7.47	870	0.21	2.35	10.58	76,540	5.32	1.17	6.50
Asian	298,700	5.82	0.81	6.33	206,070	5.25	1.17	6.41	8,020	11.82	1.43	13.25	496,790	5.47	0.96	6.43
Indian	79,440	4.79	0.53	5.32	65,200	4.40	0.71	5.17	1,070	9.00	1.01	10.01	145,720	4.67	0.82	5.29
Pakistani	120,770	5.82	0.80	6.88	79,520	6.03	1.45	7.47	2,620	12.30	1.53	13.90	202,900	6.05	1.14	7.19
Bangladeshi	50,290	6.40	1.13	7.53	32,300	5.70	1.80	7.30	600	14.00	1.89	16.75	83,250	6.20	1.32	7.52
Any other Asian background	30,190	4.80	0.80	5.20	29,050	4.40	0.94	5.34	670	11.07	1.34	12.31	67,910	4.56	0.75	5.33
Black	195,420	3.79	0.81	4.60	110,360	4.06	1.32	5.38	3,480	7.80	1.70	9.35	277,260	3.95	1.04	4.99
Black Caribbean	40,440	4.24	1.04	5.27	40,130	4.85	1.85	6.50	1,130	7.55	2.23	9.77	87,700	4.56	1.33	5.89
Black African	91,850	3.50	0.86	4.16	64,900	3.43	1.01	4.43	1,820	7.87	1.12	8.79	158,440	3.51	0.81	4.32
Any other Black background	17,330	4.10	0.90	5.14	13,270	4.79	1.84	6.63	510	7.32	3.00	10.40	31,110	4.46	1.36	5.86
Chinese	10,940	3.33	0.31	3.64	10,430	2.75	0.43	3.18	190	7.80	0.35	7.85	21,560	3.09	0.37	3.45
Any other ethnic group	42,360	5.13	1.03	6.16	30,320	5.06	1.53	6.59	640	9.94	1.79	11.73	73,320	5.14	1.24	6.38
Minority Ethnic Pupils (7)	758,160	5.10	0.89	5.99	585,660	5.27	1.49	6.75	13,910	9.71	1.94	11.64	1,328,630	5.22	1.15	6.36
All pupils (8)	3,281,360	4.89	0.57	5.26	2,910,820	5.87	1.49	7.38	70,990	0.41	2.16	10.87	6,264,990	5.28	1.01	6.29

- (1) Includes middle schools as deemed.
(2) Includes maintained secondary schools, city technology colleges and academies (including all-through academies).
(3) Includes maintained and non-maintained special schools. Excludes general hospital schools.
(4) See Notes to Editors 12 for further information on how absence and pupil characteristic data have been linked.
(5) Pupil numbers are as at January 2008. Includes pupils aged 5 to 15 with sole and dual (main) registration. Excludes boarders.
(6) The number of sessions missed due to authorised/ unauthorised/ overall absence expressed as a percentage of the total number of possible sessions.
(7) Pupils who have been classified according to their ethnic group, excluding White British.
(8) Includes pupil enrolments for whom information on ethnic group was unclassified or missing. Total rates may be higher than rates for each subgroup.
- Not applicable

Totals may not appear to equal the sum of the component parts because numbers have been rounded to the nearest 10.

Source: School Census

Table 5 – National permanent school exclusions by age and gender

MAINTAINED PRIMARY, STATE-FUNDED SECONDARY AND SPECIAL SCHOOLS(1)(2)(3)
 NUMBER OF PERMANENT EXCLUSIONS BY AGE AND GENDER
 England, 2009/10 (ESTIMATES)(4)

	Permanent Exclusions		
	Boys	Girls	Total
Number of exclusions			
Age (5):			
4 and under	20	0	20
5	40	x	40
6	60	10	60
7	90	10	100
8	100	10	100
9	140	10	160
10	160	10	170
11	350	40	390
12	720	200	910
13	1,010	390	1,400
14	1,200	430	1,630
15	540	150	690
16	30	10	40
17	10	x	10
18	x	x	x
19 and over	x	0	x
Total	4,460	1,270	5,740
Percentage of school population (6)			
Age (5):			
4 and under	0.00	0.00	0.00
5	0.01	x	0.01
6	0.02	0.00	0.01
7	0.03	0.00	0.02
8	0.03	0.00	0.02
9	0.05	0.00	0.03
10	0.06	0.00	0.03
11	0.12	0.02	0.07
12	0.24	0.07	0.16
13	0.35	0.14	0.25
14	0.41	0.15	0.29
15	0.18	0.05	0.12
16	0.03	0.01	0.02
17	0.01	x	0.01
18	x	x	x
19 and over	x	0.00	x
Total	0.12	0.03	0.08

Source: School Census

Table 6 – National fixed period exclusions by special educational needs

MAINTAINED PRIMARY, STATE-FUNDED SECONDARY AND SPECIAL SCHOOLS(1)(2)(3)
 NUMBER OF FIXED PERIOD EXCLUSIONS BY SPECIAL EDUCATIONAL NEEDS (4)
 England, 2009/10

	Maintained Primary Schools (1)		State-funded Secondary Schools (1)(2)		Special Schools (3)		Total	
	Number of exclusions	Percentage of school population (5)	Number of exclusions	Percentage of school population (5)	Number of exclusions	Percentage of school population (5)	Number of exclusions	Percentage of school population (5)
Pupils with SEN with statements	5,630	9.8	17,120	26.9	14,400	16.3	37,140	17.7
Pupils with SEN without statements	25,560	3.4	154,460	24.2	330	19.8	180,350	12.9
Pupils with no SEN	6,020	0.2	107,680	4.2	180	47.3	113,880	2.0
All pupils	37,210	0.9	279,260	8.6	14,910	16.5	331,380	4.5

Source: School Census

MAINTAINED PRIMARY, STATE-FUNDED SECONDARY AND SPECIAL SCHOOLS(1)(2)(3)
 NUMBER OF PUPIL ENROLMENTS RECEIVING ONE OR MORE FIXED PERIOD EXCLUSIONS, BY SPECIAL EDUCATIONAL NEEDS (6)(7)
 England, 2009/10

	Maintained Primary Schools (1)		State-funded Secondary Schools (1)(2)		Special Schools (3)		Total	
	Number of pupil enrolments (6)	Percentage of school population (8)	Number of pupil enrolments (6)	Percentage of school population (8)	Number of pupil enrolments (6)	Percentage of school population (8)	Number of pupil enrolments (6)	Percentage of school population (8)
Pupils with SEN with statements	2,400	4.2	7,810	12.3	5,700	6.4	15,910	7.6
Pupils with SEN without statements	12,920	1.7	76,520	12.0	130	7.6	89,570	6.4
Pupils with no SEN	4,080	0.1	70,150	2.8	60	14.6	74,280	1.3
All pupils	19,400	0.5	154,470	4.7	5,880	6.5	179,760	2.4

Source: School Census

Table 7a – National permanent exclusions by ethnic group and gender

MAINTAINED PRIMARY, STATE-FUNDED SECONDARY AND SPECIAL SCHOOLS(1)(2)(3)
 NUMBER OF PERMANENT EXCLUSIONS BY ETHNIC GROUP AND GENDER (4)(5)
 England, 2009/10 (ESTIMATES)(6)

	Permanent Exclusions					
	Boys		Girls		Total	
	Number	Percentage of school population (7)	Number	Percentage of school population (7)	Number	Percentage of school population (7)
White	3,340	0.12	980	0.04	4,320	0.08
White British	3,160	0.12	940	0.04	4,090	0.08
Irish	20	0.21	x	x	20	0.11
Traveller of Irish heritage	20	0.76	x	x	20	0.47
Gypsy/Roma	30	0.58	x	x	40	0.33
Any other White background	120	0.09	30	0.03	150	0.06
Mixed	280	0.22	100	0.08	390	0.15
White and Black Caribbean	150	0.37	50	0.12	200	0.24
White and Black African	30	0.18	10	0.09	40	0.14
White and Asian	30	0.10	10	0.02	40	0.06
Any other Mixed background	80	0.17	30	0.08	110	0.12
Asian	210	0.07	30	0.01	240	0.04
Indian	30	0.04	10	0.01	40	0.02
Pakistani	110	0.09	20	0.01	120	0.05
Bangladeshi	50	0.11	x	x	60	0.06
Any other Asian background	20	0.05	x	x	20	0.03
Black	470	0.30	130	0.08	600	0.19
Black Caribbean	240	0.52	70	0.16	310	0.34
Black African	170	0.18	40	0.04	210	0.11
Any other Black background	60	0.34	10	0.08	80	0.22
Chinese	x	x	x	x	x	x
Any other ethnic group	50	0.10	10	0.02	60	0.06
Unclassified (8)	80	.	30	.	100	.
Minority Ethnic Pupils (9)	1,210	0.15	310	0.04	1,520	0.10
All pupils	4,440	0.13	1,270	0.04	5,710	0.09

Source: School Census

Table 7b – National fixed period exclusions by ethnic group and gender

MAINTAINED PRIMARY, STATE-FUNDED SECONDARY AND SPECIAL SCHOOLS(1)(2)(3)
 NUMBER OF FIXED PERIOD EXCLUSIONS BY ETHNIC GROUP AND GENDER (4)(5)
 England, 2009/10

	Fixed Period Exclusions					
	Boys		Girls		Total	
	Number	Percentage of school population (6)	Number	Percentage of school population (6)	Number	Percentage of school population (6)
White	198,550	7.42	68,730	2.68	267,280	5.10
White British	189,460	7.48	65,810	2.71	255,270	5.14
Irish	880	7.89	320	2.92	1,200	5.42
Traveller of Irish heritage	510	24.91	160	7.90	660	16.57
Gypsy/Roma	1,140	20.29	480	8.97	1,620	14.76
Any other White background	6,560	5.28	1,960	1.64	8,520	3.50
Mixed	12,880	9.91	4,800	3.78	17,680	6.88
White and Black Caribbean	6,390	15.54	2,480	6.02	8,880	10.77
White and Black African	1,290	9.29	470	3.34	1,760	6.31
White and Asian	1,450	5.20	500	1.87	1,950	3.57
Any other Mixed background	3,740	7.96	1,360	3.01	5,100	5.54
Asian	11,810	4.00	2,300	0.82	14,110	2.45
Indian	1,780	2.10	330	0.41	2,100	1.28
Pakistani	6,530	5.50	1,270	1.13	7,800	3.37
Bangladeshi	2,120	4.43	460	0.96	2,580	2.70
Any other Asian background	1,380	3.15	250	0.61	1,630	1.92
Black	16,890	10.77	5,930	3.81	22,820	7.31
Black Caribbean	7,300	15.89	2,600	5.73	9,910	10.84
Black African	7,330	7.93	2,610	2.82	9,930	5.37
Any other Black background	2,270	12.20	720	4.10	2,990	8.27
Chinese	160	1.27	30	0.20	180	0.73
Any other ethnic group	2,360	5.22	490	1.18	2,850	3.28
Unclassified (7)	3,820	.	1,420	.	5,240	.
Minority Ethnic Pupils (8)	53,190	6.80	16,470	2.18	69,660	4.53
All pupils	246,470	7.36	83,700	2.60	330,170	5.03

Source: School Census

Table 8 - Young People's Drug and Alcohol Service - Monitoring Information - Numbers in treatment

Numbers in treatment follow a similar pattern as new referrals; these figures include young people carried forward from the previous year.

Agency	06-07	07-08	08-09	09-10	10-11
Children's Social Care	19	21	36	28	12
YPDAS	35	48	47	28	55
Total	54	69	83	56	67
NBT (tier 4 intervention working in conjunction with tier 3)	6	8	7	6	4

The total number in treatment including data from non South Gloucestershire agencies is 79. Seven young people who were in treatment with YPDAS are not included in these figures as they were 18 or over. South Gloucestershire has a higher number of young people entering treatment with a Common Assessment Framework (CAF) compared to the national average; this continues to ensure that multi agency care plans are developed in partnership.

Ethnicity

Two young people had an ethnicity which was other than White British. This does not reflect the ethnic split within South Gloucestershire, and continues to be monitored on an annual basis.

Gender

The gender split for young people entering treatment is 35 male (65%) and 19 (35%) female. These percentages are similar to the National Average (NA).

Age

South Gloucestershire has a higher percentage of 13-14 year olds (39%) entering treatment than the NA (20%) and a lower percentage of 15 & over (61%) compared to the NA (77%). A possible explanation is that many of the young people are referred into treatment from schools at a point where their substance use begins to become problematic.

Leaving treatment

19% of clients exited drug free compared to 27% nationally
68% of clients exited as occasional users compared to 48% nationally.

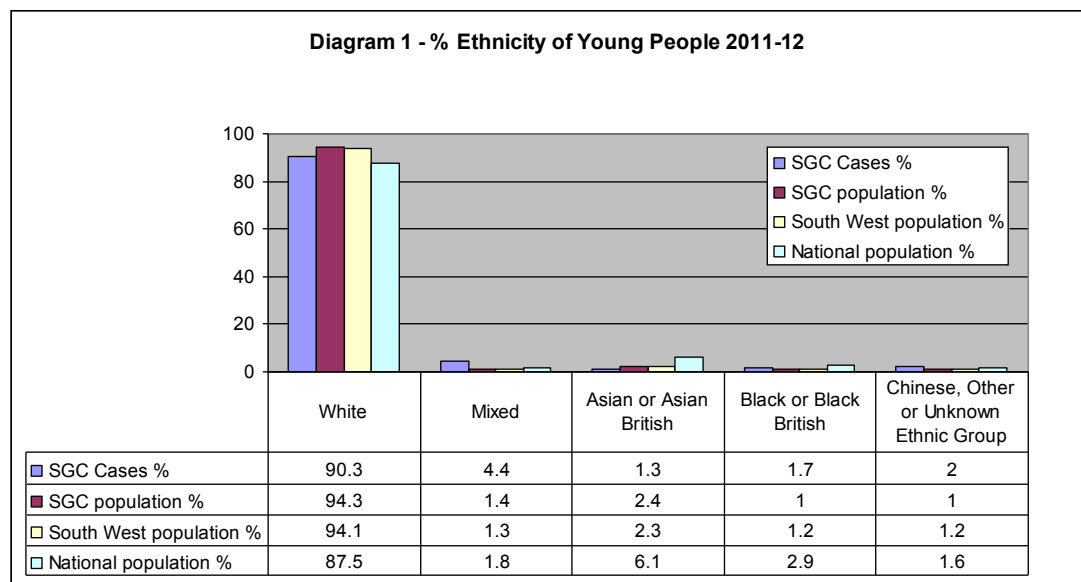
Fewer young people exit drug free than nationally. A possible explanation for this may be because a high percentage of South Glos clients are using Cannabis & alcohol and young people can be less likely to want to be abstinent from these substances than Class A drugs. 87% of South Glos clients have planned exits which is a higher percentage than the NA of 75%. 13% of exits are unplanned compared to the NA of 19%. A NA of 6% transfer between services compared to none in South Glos.

Youth Offending Service - Monitoring Information

The following diagrams present a number of demographic factors related to the children and young people involved in offending behaviour in South Gloucestershire.

The various Black and Ethnic Minority communities in South Gloucestershire are too small to be statistically relevant in relation to the ethnicity of children and young people involved in offending behaviour. The overall numbers are small which can therefore generate misrepresentation of any true picture when presented in percentages (Diagram 1).

Diagram 1 - % Ethnicity of Young People 2011-12



The age and gender of young people is in line with the national pictures with boys outnumbering girls in the Youth Justice System by a ratio of 4:1.

Diagram 2 - % Gender of Young People 2011-12

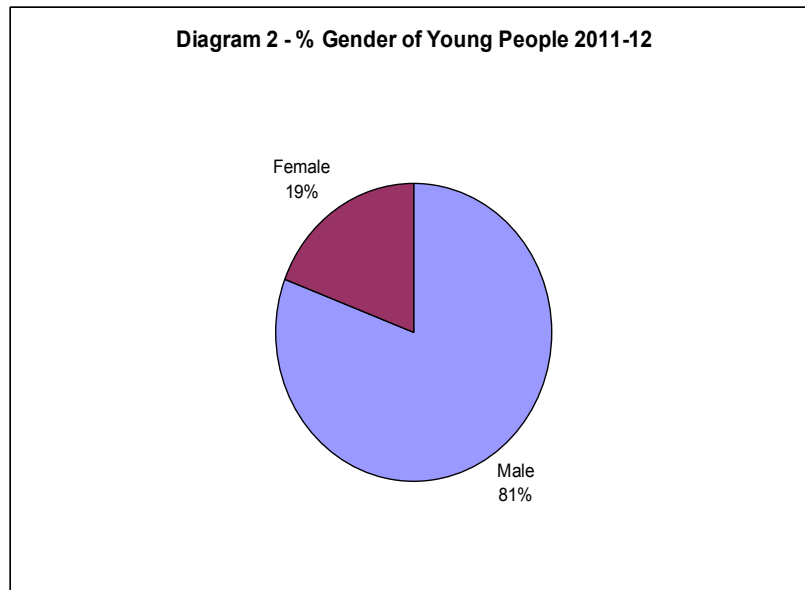
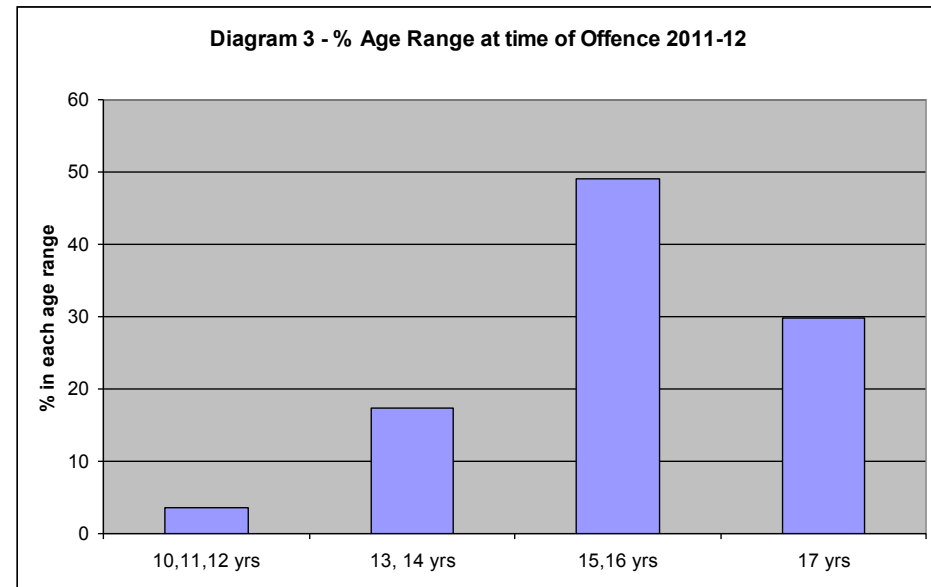


Diagram 3 - % Age Range at time of Offence 2011-12



The age of young people is also unsurprising with most young people (80%) being in the age-range of 15yr to 17yrs.

Diagram 4 below highlights the numbers of young people sentenced to custody in the period 2011-12. Of 224 court disposals involving 115 separate young people there was a total of 10 custodial sentences involving 7 young people. Of the seven young people, 5 were “White”, 1 was “Mixed” and the sole female young person receiving a custodial sentence was “Asian”.

Diagram 4 – Number of Custodial Sentences 2011-12

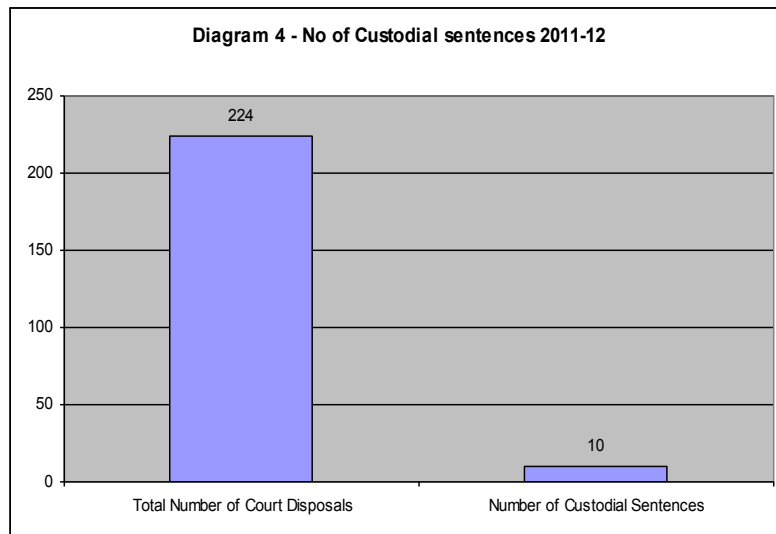


Diagram 5 – Postcode areas of Young Person’s home address at the time of Offence

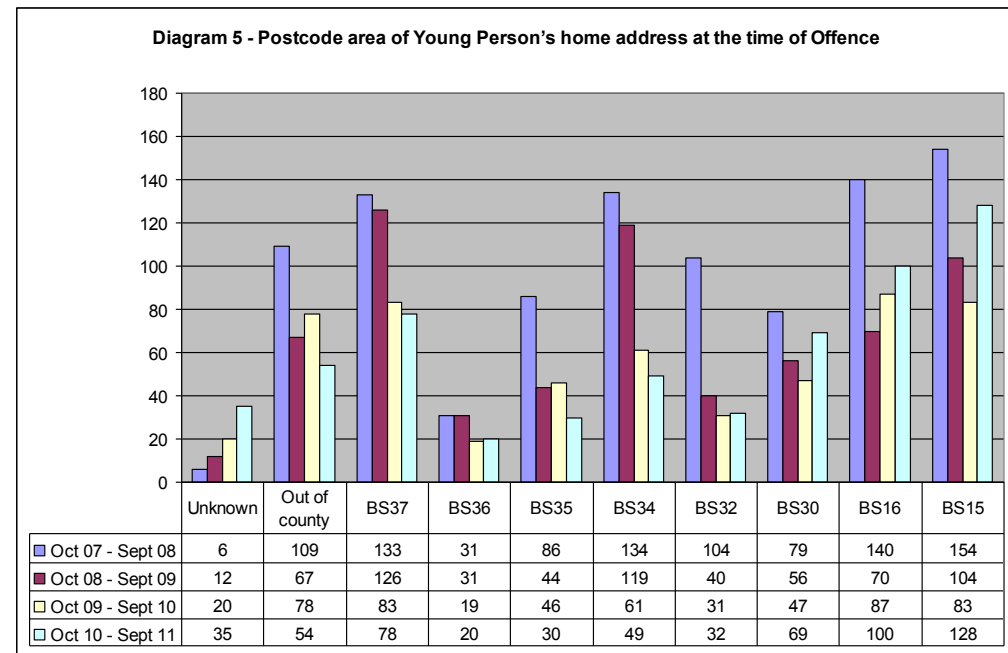


Diagram 5 above shows where young people were living (by post code) at the time of their offence (the location of where offences are committed is held more accurately by the Police) but generally speaking young people tend to commit offences within the areas they reside. The chart is unsurprising, with the areas indicating the highest number of young people involved in offending being those areas which also experience the highest rates of economic deprivation and other problem factors such as: family breakdown/Children Social Care involvement; Anti-social behaviour; Domestic Violence; poor school attendance/attainment; high teenage pregnancy rates; and many others.

Table 9 – Youth offending service by ethnicity

Reported Annually Only 2009/10 comparison with 2008/09	White	Mixed	Asian / Asian British	Black / Black British	Chinese	Unknown ethnicity
South Glos Offending Population 2009/10	304	11	0	6	0	0
	94.70%	3.43%	0.00%	1.87%	0.00%	0.00%
South Glos Total 10-17 Population (ONS mid 2007 Estimate)	25,053	624	400	157	163	0
	94.91%	2.36%	1.52%	0.59%	0.62%	0.00%
Proportion difference 2009/10	-0.20%	1.10%	-1.50%	1.30%	-0.60%	0

Table 10 – Youth offending service by gender (Gender Breakdown of Young people receiving a substantive outcome)

Period	Male		Female		YRDs *	Totals
Oct 07- Sept 07	394	73.37%	143	26.63%	34	571
Oct 08 - Sept 08	402	70.28%	170	29.72%	197	769
Oct 09 - Sept 9	290	69.21%	129	30.79%	316	735
Oct 10 - Sept 10	235	82.17%	51	17.83%	263	549
Total	1321	72.82%	493	27.18%		1814

* Youth Restorative Disposal -

Table 11 – percentage of 16-19 cohort NEET (adjusted) - South Gloucestershire

	Mixed race				Black or Black British			Asian or Asian British				Chinese	Other	Not obtained	Refused	Total
	White and Black Caribbean	White and Black African	White and Asian	Other Mixed Background	Black Caribbean	Black African	Other Black Background	Indian	Pakistani	Bangladeshi	Other Asian Background					
White	5.1%	4.5%		7.1%	2.0%	1.7%	1.1%		2.1%				2.1%	0.7%		4.8%

Table 12 - Young People NEET according to ethnicity with comparisons against other Local Authority areas.

	NEET - March 2012				NEET - March 2011			
	White British		BME and other groups		White British		BME and other groups	
	Number	%	Number	%	Number	%	Number	%
B&NES	245	4.7%	43	3.9%	271	4.8%	37	2.4%
Bristol	687	6.4%	146	4.2%	958	8.3%	181	5.9%
N. Somerset	260	3.5%	3	0.6%	259	3.7%	13	3.2%
S. Glos	437	4.3%	29	3.2%	401	3.8%	18	1.3%
WOE	1629	4.8%	221	3.8%	1889	5.5%	249	3.9%

Table 13 - Number of 16-19 year olds NEET according to ethnicity across England (March 2010)

White	7.6%
Mixed race	
White and Black Caribbean	10.5%
White and Black African	6.8%
White and Asian	5.7%
Other Mixed Background	7.6%
Black or Black British	
Black Caribbean	7.4%
Black African	3.7%
Other Black Background	6.0%
Asian or Asian British	
Indian	2.1%
Pakistani	5.5%
Bangladeshi	5.4%
Other Asian Background	3.0%
Chinese	1.3%
Other	5.1%

Children subject of Child Protection Plans, Children in Care and Children in Need

Children Subject to Protection Plans

On the 31st March 2012, there were 226 children subject to a protection plan, an increase of 45 (25%) compared to the same point in 2011. This is a really significant increase over a one year period. 2011/12's figure of 226 children reflects a rate of 40.4 children subject to protection plans per 10,000 in the population which is slightly higher than that for comparator authorities (33.1 per 10,000 in 2010/11). Nationally, the number of children subject to a protection plan increased by only approximately 5% over the course of the previous year. The table below shows how the number of children subject to a plan increased over the course of the year and the numbers of such children in each of the locality teams.

Table 14 - number of children subject to a plan

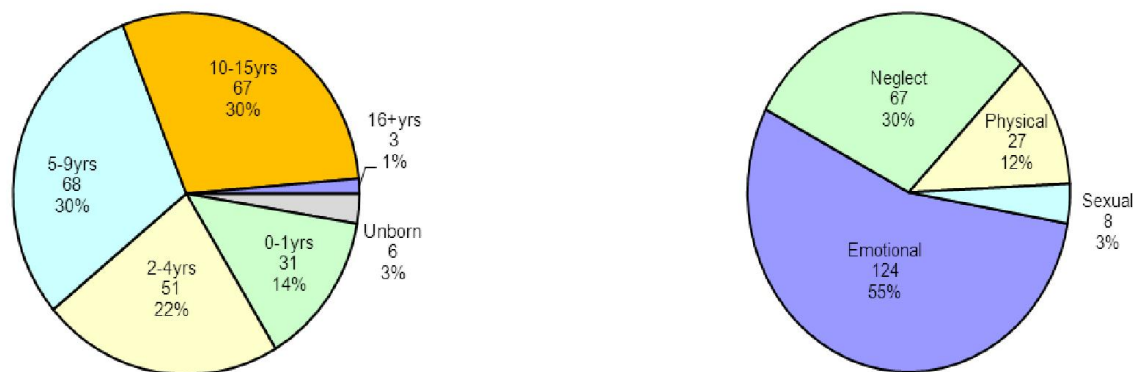
	North	South	CHAD	Total	Per 10,000 in population
Apr-11	93	80	4	177	31.6
May-11	100	73	5	178	31.8
Jun-11	106	78	5	189	33.8
Jul-11	103	80	5	189	33.8
Aug-11	109	88	5	203	36.3
Sep-11	102	91	1	198	35.4
Oct-11	112	88	2	202	36.1
Nov-11	111	94	2	207	37.0
Dec-12	113	94	3	212	37.9
Jan-12	107	98	7	214	38.2
Feb-12	108	104	3	217	38.8
Mar-12	109	112	3	226	40.4

In March 2011, there were 180 children subject to a protection plan. Over the course of the year, 174 children ceased to be the subject of a plan and 220 became subject of a plan; the end of year total was therefore 226 (March 2012). A significant contribution to the increase in the number of children who became subject to a plan during 2011/12 is accounted for by two families of 10 children each.

Some children will have been made subject to a protection plan and the need for that plan ceased within the year (i.e. because the risk identified had been alleviated or because the children became subject to care proceedings). A measure of the effectiveness of the implementation of protection plans is the percentage of children who have been removed from plans who had been subject to a plan for 2 years or longer. In 2011/12, 8 children (4.6%) ceased to be the subject of a plan after 2 years or longer, and although not meeting the 2% target, the figure is within the statistical neighbour's average of 7%. Over the same period, 24 children (11%) became subject of a protection plan for a second or subsequent time; this is also a measure of the effectiveness of the implementation of protection plans and whilst higher than the target of 8%, the outturn is less than that of comparator authorities (13.9% in 2010/11).

100% of children with protection plans were allocated to a qualified social worker throughout the course of the year. Despite the significant increase in the number of children made subject of a CP plan and therefore initial and review conferences, 99% of cases were reviewed within the required timescales (3 months and then every six months).

There have been increases across most age groups of children currently subject to protection plans. However, the largest increase has been in the 10-15 year old age group who now make up 30% of the total (previously 22% in 2010/11). The number of unborn children subject to plans is a reflection of concerns identified in respect of the parent(s) to be or a concern based upon previous parenting experience.



All child protection categories have increased since last year except for the category of sexual abuse which has decreased from 8% to 3% at the end of March 2012. The percentage of children for whom emotional abuse was identified as being the primary concern has increased from 46% to 55% at the end of March 2012.

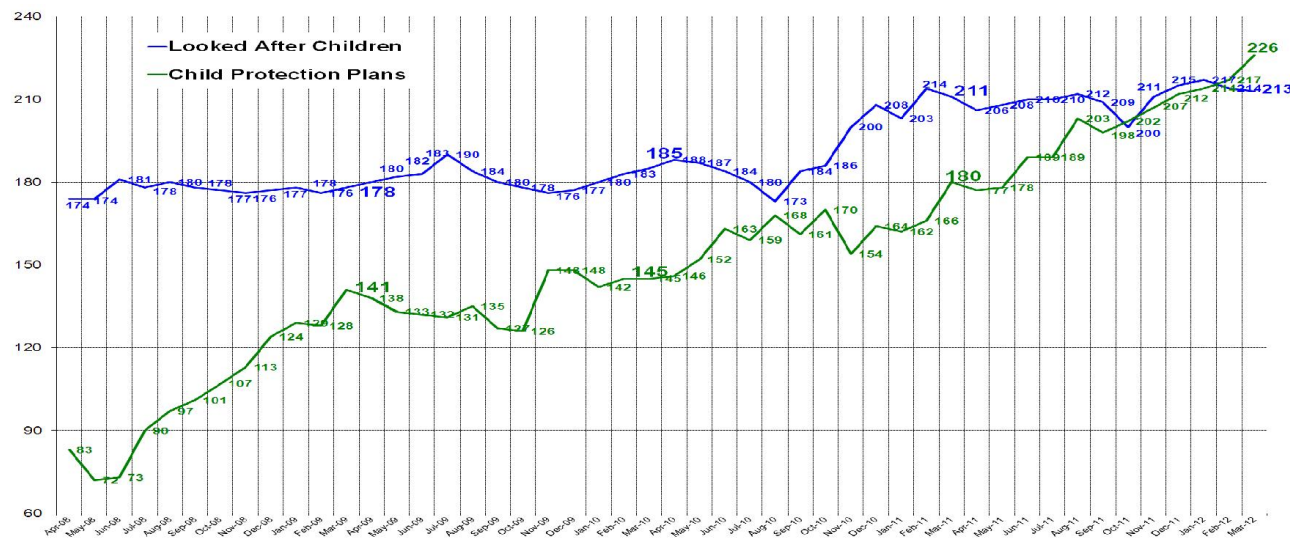
The ethnicity of children subject to a protection plan broadly reflects the population living in South Gloucestershire; however, with such small numbers, minor changes can have a significant impact. Currently, the breakdown is as follows: White 83%, Mixed Ethnicity 8%, Black or Black British 3%, Asian or Asian British 2%, Other Ethnic Origin 0.5% and cases with no ethnicity recorded, 4% (unborn children). There are slightly more boys subject to plans than girls but the difference is not statistically significant.

As at 12th June 2012 there are 214 Children subject of Child Protection plans, a decrease of 12 children compared to the figure of 226 at 31st March 2012.

Children and Young People Looked After

The following chart shows that there has been a significant increase in the number of children subject to protection plans, but the number of looked after children has remained fairly constant throughout the last year.

The national increase in the number of looked after children reflects an increase in the child population – over the course of the last 5 years, the child population nationally has increased by 6% and the number of looked after children by 7%. However, the child population in South Gloucestershire in the same period has not increased but the number of Looked after children has increased by 24%. A partial explanation for this is the number of children accommodated as a result of the Southwark ruling, and the steady increase in contacts and referrals in this period as well as children subject to a plan, is also likely to have an effect on the number of children who have gone on to be looked after.



In 2011/12, 101 children and young people (104 episodes) became looked after and 101 (102 episodes) ceased to be looked after. The age profile of looked after children changed slightly from last year – there was an increase in the number of children looked after at the end of the year aged under 9 and a decrease in the number of children aged 10 and over. The largest increase was in the group of children aged 1–4 yrs. There were some changes in the pattern of the legal status of looked after children this year; a slight decrease in the number of children subject to interim care orders, a decrease in the number subject to full care orders and a small increase in the number of children accommodated under section 20. There were also 16 children who were made subject of a Placement order in 2011/12 compared to 8 in the previous year, which reflects the increase in numbers of children who have a care plan for adoption and signifies success in finding permanence for children. These trends are demonstrated in the following tables, the first of which shows the changes in the age profile and the second to legal status:

Table 15 – Age and legal status of looked after children

Age of Looked After Children	Mar-07	Mar-08	Mar-09	Mar-10	Mar-11	Mar-12
Under1	5	6	4	8	10	9
1-4yrs	18	28	28	28	38	46
5-9yrs	20	20	22	23	35	38
10-15yrs	81	74	77	70	75	72
16+yrs	45	45	47	56	53	48
Total LAC	169	173	178	185	211	213

Legal Status of LAC	Mar-07	Mar-08	Mar-09	Mar-10	Mar-11	Mar-12
Accommodated S20	68	66	75	74	85	89
Interim Care Order	26	38	31	35	53	51
Care Order	74	61	71	71	65	57

The following chart, which sets out the “need codes” underlying the reasons why children became looked after, shows that abuse or neglect is the primary factor for children becoming looked after.

Not included in these figures are the four disabled children who have the legal status of Sec20 (4) under the Children Act 1989 and are looked after when they receive a residential short break.

The following table shows the number of children in each of the social care teams that began and ceased to be looked after in 2011/12. The table also shows the number of looked after children allocated within each team at the end of March 2012.

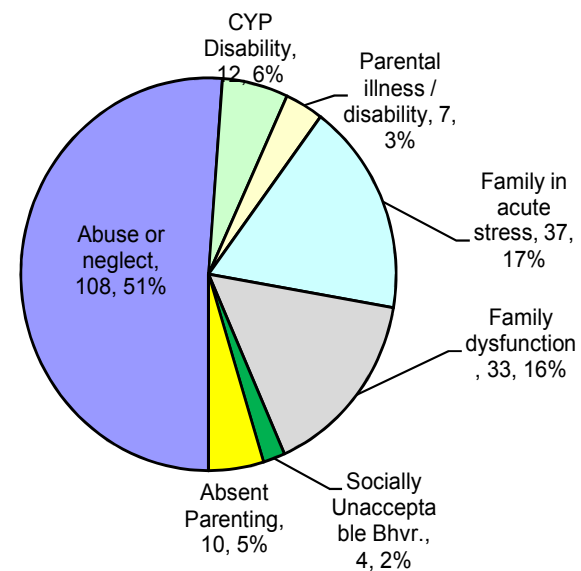


Table 16 – Looked after children 2011/12

	North	South	CHAD	Through Care	Total
Begin looked after	45 (43%)	57 (55%)	1 (1%)	1 (1%)	104
Ceased to be looked after	23 (23%)	21 (20%)	4 (4%)	54 (54%)	102
No of LAC Mar-12	15	14	1	183	213

Most looked after children live with foster carers: 48% with local authority foster carers, 17% with foster carers provided by an independent agency; 15% reside with members of their extended family and 9% in residential accommodation. Placement stability is one of the most significant factors impacting upon looked after children: the percentage of looked after children with 3 or more placements decreased from 13% in 2010/11 to 8.9% in 2011/12. Long term placement stability also improved from 64% to 70%. Monitoring the stability of placements will continue to be a focus for the service over the course of the next year.

83.1% of reviews of Looked after children took place at the required intervals for 2011/12, an increase on the previous year. Most children contributed to their reviews (87.4%) and all Looked after children had an allocated social worker throughout the course of the year.

The ethnicity of looked after children broadly reflects the population in South Gloucestershire and is as follows: white 91%, mixed ethnicity 5%, Asian or Asian British 1%, black or black British 3%, other ethnic origin 1%. The variations are not statistically significant given the low numbers involved.

As at 12th June 2012 there are 206 children who are looked after, compared to 213 at the end of March 2012. There are also 16 children who are subject of a Residence order, Supervision order or both and placed with relatives or friends, but these children are not looked after.

Children in Need

Overall the two Locality social work teams have 482 Child in Need cases open and these cases are held within the North and South teams with the North holding 257 and the South, 225 open cases. Additionally, the Chad team have 203 open CIN cases. These CIN cases can be cases that are currently open at the contact, referral or assessment stage or where the case is open for longer term CIN intervention. Only CIN cases with a core assessment, CIN plan and/or CIN review have been submitted in the case list for Ofsted to prevent cases being picked for audit that are still within the contact, referral or assessment stage. One of our current priorities for improvement as stipulated in the Social care improvement plan is to increase the number of CIN cases with a core assessment, CIN plan and review.

Care Leavers

There are 143 cases currently open to the Leaving Care team (which is part of the Throughcare team) as of 13.6.12. Of these 10 are Eligible young people, 4 are Qualifiers, 16 are Relevant and 113 Former Relevant young people. The 10 Eligible children also currently have LAC status and are reflected in the LAC list.

SECTION 4 - IDENTIFICATION AND ANALYSIS OF EQUALITIES ISSUES AND IMPACTS

As identified by the consultation results, the majority of respondents are in agreement with the proposals and there is little difference in opinion between different protected characteristic groups. On the issue of whether the service should be council run or commissioned, respondents are generally in favour of the council managed option, particularly among Non-White British groups.

As identified by the research conducted based on national statistics in relation to the service areas within scope, potential issues have been identified in respect of the following protected characteristic groups:

- Disabled People
- BAME Groups
- Gender Groups
- Lower income families

Disability

Pupils with SEN are more likely to be involved with the services in scope of this review, specifically:

- Persistent absenteeism is higher among those pupils with special education needs (Table 3)
- The number of pupils receiving one or more fixed period exclusions with statements of SEN is six times higher than for pupils with no SEN (Table 6)
- Pupils with SEN with statements are around 8 times more likely to be permanently excluded than those pupils with no SEN (Table 6)

BAME Groups

- The percentage of persistent absenteeism was highest for the Traveller of Irish Heritage (36.8 per cent of all Travellers of Irish Heritage children were persistently absent); Gypsy/Roma (30.2 per cent) and Mixed (White and Black Caribbean) (5.3 per cent) ethnic groups. The percentage of permanent absenteeism for all pupils was 3.6 per cent. Caution is recommended in interpreting the data for Traveller of Irish Heritage children and Gypsy/Roma children due to potential under-reporting for these ethnic classifications (Table 4a).
- Absence rates were highest for Traveller of Irish Heritage (23.77 per cent overall absence); Gypsy/Roma (19.98 per cent overall absence) and Bangladeshi (7.52 per cent overall absence) ethnic groups. The rate of overall absence for pupils of Asian and Mixed ethnic origin was above the national average; for pupils of Black and Chinese ethnic origin it was well below the national average. The overall absence rate for all pupils was 6.29 per cent (Table 4b).
- The rate of permanent exclusion was also highest for Travellers of Irish Heritage (0.76 per cent of the school population), Gypsy/Roma pupils (0.58 per cent), Black Caribbean pupils (0.52 per cent) and 'Other Black Background' pupils (0.34 per cent of the school population).. Black Caribbean pupils are nearly 4 times more likely to be permanently excluded than the school population as a whole (Table 7a).

- The rate of fixed period exclusion was highest for Traveller of Irish Heritage (16.57 per cent of the school population), Gypsy/Roma (14.76 per cent) and Black Caribbean (10.84 per cent) ethnic groups (Table 7b).
- In South Gloucestershire, Mixed Race and Black/Black British groups are disproportionately represented in youth offending figures when compared to the overall population make-up (Diagram 1).
- The number of BAME people in NEET in South Gloucestershire has risen significantly since 2011

Gender groups

- In 2007/08 some 3.7 per cent of girls in primary, secondary and special schools were persistently absent. This is slightly higher than the proportion of boys who were persistently absent (Table 3).
- The permanent exclusion rate for boys was approximately 4 times higher than that for girls (Table 5). The fixed period exclusion rate for boys was almost 3 times higher than that for girls (Table 7a). Boys represented 78 per cent of the total number of permanent exclusions.
- Boys are more likely to enter drug and alcohol treatment than girls (Table 8)
- Boys are more likely to be involved in the Youth Justice System than girls (Diagram 2).

Low Income

- The occurrence of persistent absenteeism was higher amongst pupils who are known to be eligible for free school meals (FSM). In 2007/08, 8.2 per cent of pupils who were known to be eligible for FSM were persistently absent, compared with 2.8 per cent for the rest of the school population (Table 3).
- Children who are eligible for free school meals are around 4 times more likely to receive a permanent exclusion and 3 times more likely to receive a fixed period exclusion than children who are not eligible for free school meals (Table 7a).
- The geographical areas indicating the highest number of young people involved in offending are those areas which also experience the highest rates of economic deprivation and other problem factors such as: family breakdown/Children Social Care involvement; Anti-social behaviour; Domestic Violence; poor school attendance/attainment; high teenage pregnancy rates; and many others

Consultation and research conducted as an integral element of this EqlAA have raised numerous equalities issues to be considered and addressed. The following table highlights the key equalities impacts along with responses to each issue raised:

Table 17 – Equalities issues identified and responses to each issue

Consultation / Research Source	Issue raised	Response
Consultation feedback	Respondents were concerned about how we would identify those most in need. They considered that people moved in and out of need and are hard to identify. In need people were not just in priority neighbourhoods or low socio-economic groups and to limit provision to a small number was discriminatory. They felt that the provision of universal, open access services were an important way of identifying people who would benefit from more targeted support.	<p>This EqlAA has not identified any negative impact in respect of this issue regarding any implementation of the proposals. However, the potential for negative impact must not be ignored. Therefore, potential impact of the proposed changes on the ability to effectively identify and respond to people with greatest need will be mitigated by:</p> <ul style="list-style-type: none"> • The Family Solutions Service will work closely with the Children’s Centres, health services, schools and other agencies to identify as early as possible those families and parents/carers who are least likely to demonstrate the characteristics of a strong family unit and in which individual family members are most at risk of poor outcomes. The service would provide evidence-based support to parents and families, ranging from parenting courses and short interventions to more intensive support to families with complex problems. • Use the Common Assessment Framework and Team Around the Child/Family processes to assess the needs of the families and family members concerned and plan co-ordinated programmes of support. • Local provision will be determined by a comprehensive understanding of local need with the service providing a flexible programme of support, based on a thorough assessment of needs within the communities it serves. • Any selection process for potential alternative providers will require evidence of how local needs will be identified and met resulting in a positive equalities impact. • Local needs have already been identified as part of this EqlAA.

Consultation feedback	Loss of specialist support groups for children and young people with disabilities provided through Children's Centres and youth centres e.g. disabled play sessions and LDD youth group, young carers group.	<p>This EqlAA has identified potential for continuing positive impact for young people with disabilities through any implementation of the proposals. This is explained by:</p> <ul style="list-style-type: none"> • Provide direct support to individuals in their role as a parent or carer, ensuring effective links with other services that can support them both as an individual and as a parent/carer. This will include specific support to parents/carers of children with disabilities and to disabled parents. • The current commissioning of support provided to young carers will continue. • The service will work closely with the children's centres, health services, schools and other agencies to identify as early as possible those families and parents/carers who are least likely to demonstrate the characteristics of a strong family unit and in which individual family members are most at risk of poor outcomes
Consultation feedback	Issues around isolation (particularly in rural areas) caused by inability to access services due to distances travelled and lack of transport (also an issue in areas of deprivation)	<p>This EqlAA has not identified any negative or positive impact in respect of any protected characteristic groups regarding this issue through any implementation of the proposals.</p> <ul style="list-style-type: none"> • The proposed integrated family solutions service will work on a cluster basis in the North and South localities, based out of the community hubs and operating in a range of settings to enable access for all service users.
Consultation feedback	There were a number of comments about the relationship between this strand and the other two (Children's Centres and Targeted Youth Support) and the need to develop close links with both. The relationship with the Children's Centres and Health Services was seen as essential.	<p>This EqlAA has not identified any negative or positive impact in respect of any protected characteristic groups regarding this issue through any implementation of the proposals.</p> <ul style="list-style-type: none"> • The Family Solutions Service will work closely with the children's centres, health services, schools and other agencies to identify as early as possible those families and parents/carers who are least likely to demonstrate the characteristics of a strong family unit and in which individual family members are most at risk of poor outcomes. The service would provide evidence-based support to parents and families, ranging from parenting courses and short interventions to more intensive support to families with complex problems.

Research regarding service users (Family, parenting support and educational welfare)	Potential impact on service users with special educational needs as identified in section 4 above.	<p>This EqlAA has not identified any negative impact in respect of service users with special educational needs through any implementation of the proposals . However, the potential for negative impact must not be ignored. Therefore, potential impact of the proposed changes on the ability to effectively identify and respond to people with greatest need will be mitigated by:</p> <ul style="list-style-type: none"> • By consolidating provision into a new integrated Family Solutions Service that would work closely with schools, children's centres and other early intervention services, support for those people with special educational needs would be met more effectively. The proposals would ensure the provision of evidence-based support to parents and families, ranging from parenting courses and short interventions to more intensive support to families with complex problems. • An integrated family solutions service would be more effective at identifying those families requiring support through using the Common Assessment Framework and Team Around The Family to assess the needs of the family and to plan a co-ordinated programme of support. The focus will be on empowering the family to find its own solutions and avoid the need for intervention from statutory social care services.
Research regarding service users (Family, parenting support and educational welfare)	Potential impact on male service users as identified in section 4 above.	<p>This EqlAA has not identified any negative impact in respect of males regarding any implementation of the proposals. However, the potential for negative impact must not be ignored. Therefore, potential impact of the proposed changes on the ability to effectively identify and respond to people with greatest need will be mitigated by:</p> <ul style="list-style-type: none"> • The proposals will provide a more coordinated offer of support for families by identifying those with greatest need and working with the family at the earliest possible stage to resolve and prevent further issues. • The service will work with children at risk of poor outcomes regardless of their gender but will continue to target resources toward those groups most at risk

Research regarding service users (Family, parenting support and educational welfare)	Potential impact on service users from particular BAME groups as identified in section 4 above.	<p>This EqlAA has not identified any negative impact in respect of people from BAME backgrounds regarding any implementation of the proposals. However, the potential for negative impact must not be ignored. Therefore, potential impact of the proposed changes on the ability to effectively identify and respond to people with greatest need will be mitigated by:</p> <ul style="list-style-type: none"> • The proposals will improve engagement with families that are “hard to reach” in order to ensure that they develop a positive relationship with at least one “trusted adult” who can support their continuing development as a unit. Provision will include support programmes that have proven to be effective, ranging from parenting courses and short interventions through to more intensive support to families with complex problems. These programmes will include individualised support, group work and support on specific issues such as preparing for school, managing behaviour and dealing with adolescence, and access to Children’s Centre provision and Targeted Youth Support services where appropriate. • The proposals will provide a more coordinated offer of support for families by identifying those with greatest need and working with the family at the earliest possible stage to resolve and prevent further issues. • The service will work with children at risk of poor outcomes regardless of their ethnicity but will continue to target resources toward those groups most at risk • Any selection process for potential alternative providers will require evidence of how local needs will be identified and met resulting in a positive equalities impact.
Research regarding service users (Family, parenting support and educational welfare)	Potential impact on service users from low income families as identified in section 4 above.	<p>This EqlAA has not identified any negative impact in respect of any protected characteristic groups regarding this issue. However, the potential for negative impact must not be ignored. Therefore, potential impact of the proposed changes on the ability to effectively identify and respond to people with greatest need will be mitigated by:</p> <ul style="list-style-type: none"> • The proposals will improve engagement with families that are “hard to reach” in order to ensure that they develop a positive relationship with at least one “trusted adult” who can support their continuing development as a unit. Provision will include support programmes that have proven to be

		<p>effective, ranging from parenting courses and short interventions through to more intensive support to families with complex problems. These programmes will include individualised support, group work and support on specific issues such as preparing for school, managing behaviour and dealing with adolescence, and access to Children's Centre provision and Targeted Youth Support services where appropriate.</p> <ul style="list-style-type: none"> • The proposals will provide a more coordinated offer of support for families by identifying those with greatest need and working with the family at the earliest possible stage to resolve and prevent further issues. • The service will work with children at risk of poor outcomes regardless of their ethnicity but will continue to target resources toward those groups most at risk • Any selection process for potential alternative providers will require evidence of how local needs will be identified and met resulting in a positive equalities impact.
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SECTION 5 - EqIAA OUTCOME

The following provides an explanation of the outcomes of this EqIAA.

A number of different protected characteristic groups have been clearly identified (by South Gloucestershire Council and by consultation respondents) as potentially being impacted by proposed changes, namely:

1. Gender
2. Ethnicity
3. Disability
4. Low Income

Through greater coordination of the range of services, it is reasonably anticipated that those children, young people and families at risk of poor outcomes, regardless of protected characteristic grouping, will receive greater support at the earliest possible opportunity. Through integrating these services and coordinating interactions with service users it is anticipated that those children, young people and families at risk of poor outcomes, will receive greater support at the earliest possible opportunity.

Proposed changes to the service will ensure that by targeting resources the council will have greater capacity to meet the needs of key groups.

The requirements for the local communities will continue to be monitored and responded to.

Where services may be commissioned from alternative providers the procurement process will ensure compliance with equalities legislation and, in keeping with the general principles of the review, providers will be required to provide services targeted at those groups in greatest need.

A central question to be addressed as part of the decision-making process is that of whether a decision to implement the proposals would be lawful under equality-based legislation and allow South Gloucestershire Council to meet the requirements of Equality Act 2010 c. 15 Part 11 Chapter 1 Section 149, namely the duty to have due regard to the need to:

1. Eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by the Equality Act 2010.
2. Advance equality of opportunity between persons who share a protected characteristic and persons who do not share it.
3. Foster good relations between persons who share a protected characteristic and persons who do not share it.

Equality is not about 'treating everyone the same' it is about treating people differently and in accordance with their needs. When examining this central purpose of the concept of 'equality of opportunity', the following must be carefully thought through and considered:

As raised via the consultation, the definition of 'need' cannot be applied in a 'sweeping' or 'broad brush' manner to all people purely by virtue of their sharing of a particular protected characteristic. Applying a definition of 'need' that is based on a range of factors brings with it the opportunity to advance equality of opportunity in a way that does not impose a 'one size fits all' approach to a protected characteristic group, but which focuses on ensuring people access resources because their individual circumstances are such that assistance is required and of a high value, and not solely by virtue of their sharing of a particular protected characteristic.

Proposals to shift the emphasis from providing services to everyone towards supporting those who are most in need – and from reacting to problems towards preventing problems from happening do not discriminate in terms of any protected characteristic group but rather, are focused on providing services to those who need them most. Not all young people and families require support from the family solutions service and the general principles of the review are clear that there should be a particular focus on the most disadvantaged in order to reduce inequalities. The proposals relating to outreach and flexibly commissioned work also recognise that not all service users requiring support are located in one or a few neighbourhoods and makes sufficient resources available to children, young people and families in all communities to enable all those in need to benefit from the available support.

Proposed changes to the service will ensure that by targeting resources a greater capacity to meet the needs of key groups will be realised. Furthermore, investment in targeted outreach will directly support those members of our communities with identified protected characteristics.

EqIAA Outcome

Implementation of this proposal would result in opportunities for delivering positive impacts via the proactive approach to identifying need across all communities.

SECTION 6 - ACTIONS TO BE TAKEN AS A RESULT OF THIS EqIAA

- Depending on the selected option - If engaging with potential alternative provider organisations ensure all issues identified within this EqIAA are addressed as part of the contract negotiation and handover arrangements. Where relevant, ensure that the council's 'equalities in procurement guidance' informs the approach to be taken.
- Continue provision for key protected characteristic groups where this is as a result of an identified need – as identified within Section 4 of this EqIAA.
- Ensure that local provision is determined by a comprehensive understanding of local need with the service providing a flexible programme of support, based on a thorough assessment of needs within the communities it serves – this includes a comprehensive understanding of the needs of all protected characteristic groups.
- Monitor the impact of any implementation of the proposals, specifically on protected characteristic groups.

Draft equality impact assessment of proposals for the development of early intervention and preventative services for children, young people and families in South Gloucestershire

When drafting the proposals for the development of early intervention and preventative services for children, young people and families in South Gloucestershire, the council has made an initial assessment of the possible impacts of these changes on key groups. This is to ensure we are able to minimise the negative and maximise the positive impacts of these changes. As part of the consultation please provide further feedback on the potential impacts on specific groups that you may reasonably anticipate as a result of the changes being proposed (as outlined in the consultation paper).

- Strand 1: Integrated services for early years - Developing an enhanced Children's Centre programme in those parts of South Gloucestershire where there is the highest concentration of disadvantaged families.
- Strand 2: Targeted support for parents and families - Creating an integrated Family Solutions Service to provide targeted support to parents and carers and their families to enable them to become more effective as a family unit.
- Strand 3: Integrated services for young people - Establishing an integrated Targeted Youth Support Service to meet the needs of those teenagers who are most at risk of poor outcomes, whilst working with partner organisations to enable all young people to access a wide range of positive activities.

Equality Group	Function / service change that may impact	Mitigation
Gender	<p>Changes to the provision of children and youth centres. The majority of parents who access services at children's centres are women.</p> <p>Changes to the support provided for training and development of the early years workforce (that are predominantly female).</p> <p>Changes to the provision of Teenage Pregnancy support</p> <p>Changes to services for young people not in education, employment or training (57% male, 43% female).</p> <p>Changes to the provision of children and youth centres.</p>	<p>Children's / youth centre services will continue to be open and accessible to all individuals.</p> <p>Central government is now providing funding for Early Years Professional Status (EYPS) training for those working in the statutory sector.</p> <p>Money has been invested to build and embed capacity within the workforce to reduce teenage pregnancy and the benefit of this investment will continue.</p> <p>Children's centres are currently used by 36% of teenage mothers, through targeting resources in communities where teenage pregnancy rates are highest we aim to improve provision for this group.</p> <p>Where there is an identified need, flexible resources will be targeted to provide specific support to key groups.</p> <p>Support for young people not in education, employment or training will be targeted to achieve the most effective results.</p> <p>Where there is an identified need, resources will</p>

Equality Group	Function / service change that may impact	Mitigation
	<p>This may impact services currently provided for fathers.</p> <p>Changes to provision of the Youth Offending Service. A higher proportion of youth offenders are male.</p>	<p>be targeted to provide specific support to key groups. Targeted outreach will focus support for those fathers who require it.</p> <p>During 2010/11 the Youth Offending Service worked with 228 young people. Through developing an integrated, multi-disciplinary targeted youth support service we will intervene as early and as effectively as possible and ensure resources are focused on supporting those groups most at risk.</p>
	<p>Workforce changes</p> <p>Children / Youth centre roles/jobs are open to all individuals regardless of gender. The majority of the workforce are women.</p> <p>For all equalities groups considered, changes to provision of services may result in changes in the workforce.</p>	<p>Any staffing changes will be carried out in accordance with the council's workforce change procedure to ensure no discrimination against staff based on gender.</p> <p>Any transfer of staff will be conducted in accordance with legal and council policy guidelines to avoid discrimination against any particular group.</p>
Lesbians, gay men and bisexuals	<p>Changes to the provision of children and youth centres. This may impact services currently provided for LGBT.</p>	<p>Where there is an identified need LGBT groups will continue to be supported.</p> <p>Potential alternative providers will be required to demonstrate how they will comply with equalities legislation as part of the procurement process.</p>
	<p>Workforce changes</p>	<p>Any staffing changes will be conducted in accordance with the council's workforce change</p>

Equality Group	Function / service change that may impact	Mitigation
		procedure to ensure no discrimination against staff based on sexual orientation.
Transgender people	As above	As above
White people (including Irish people)	Changes to the provision of children and youth centres. Some centres provide services targeted towards particular ethnic groups.	<p>Children / Youth centre services will continue to be open and accessible to all individuals. The requirements for the local communities will continue to be monitored and responded to.</p> <p>By targeting resources the council maintained children's centres will have greater capacity to meet the needs of key groups.</p> <p>Investment in targeted outreach will directly support those members of ethnic groups where a specific need is identified.</p>
	Workforce changes	Any staffing changes will be conducted in accordance with the council's workforce change procedure to ensure no discrimination against staff of a particular ethnic.
Asian or Asian British people	As above	As above
Black or Black British people	As above	As above
People of mixed heritage	As above	As above
Chinese people	As above	As above
Travellers (gypsy/Roma/Irish	As above	As above

Equality Group	Function / service change that may impact	Mitigation
heritage)		
People from other ethnic groups	As above	As above
Physical impairment, e.g. mobility issues which mean using a wheelchair or crutches.	Changes to the provision of children and youth centres. Some centres provide particular services targeted towards children or carers with disabilities or special needs. Closing centres may make it more difficult for these groups to access local services depending where they live. Children's centres are used by 32% of families with disabled children aged 0-4.	<p>Children / Youth centre services will continue to be open and accessible to all individuals. The requirements for the local communities will continue to be monitored and responded to.</p> <p>By targeting resources the council maintained children's centres will have greater capacity to meet the needs of key groups.</p> <p>Investment in targeted outreach will directly support those members of our communities with disabilities.</p> <p>Where services may be commissioned from alternative providers the procurement process will ensure compliance with equalities legislation and, in keeping with the core purpose, providers will be required to provide services targeted at those groups in greatest need, including those with disabilities.</p>
	Workforce changes	Any staffing changes will be carried out in accordance with the council's workforce change procedure to ensure fair and consistent practice. If changes in location are required, travel needs and disability will be taken into account in order to minimise any adverse impact.
Sensory impairment, e.g.	As above	As above

Equality Group	Function / service change that may impact	Mitigation
blind/having a serious visual impairment, deaf/having a serious hearing impairment.		
Mental health condition, e.g. depression or schizophrenia	As above	As above
Learning disability/difficulty, e.g. Down's syndrome or dyslexia, or cognitive impairment such as autistic spectrum disorder	As above	As above
Long-standing illness or health condition, e.g. cancer, HIV, diabetes, chronic heart disease or epilepsy	As above	As above
Other health problems or impairments	As above	As above
Older People	The potential changes are unlikely to impact Older people.	Services for families will be open and accessible to all, regardless of age.
	Workforce changes	The process for changing the staffing structure will be in accordance with the Council's workforce change procedure and will be carried out in a fair manner with no discrimination based on age or any other protected characteristic.
Children and Young	Changes to the provision of children and youth centres.	In line with the core purpose we will target support

Equality Group	Function / service change that may impact	Mitigation
People (CYP)	<p>Some reductions in youth work sessions as a consequence of short term vacancy management.</p> <p>Changes to support for the early years workforce for training and development may impact quality of provision for CYP.</p> <p>Changes to the support provided for Extended Schools Development.</p> <p>Changes to the provision of early years advisory services and childminding support.</p> <p>Changes to the provision of Educational Psychology and Inclusion Support.</p>	<p>to those who need it most. Active outreach will respond to particular needs within a community with specific and focused interventions.</p> <p>12/13 savings will come from internal efficiencies and back office to ensure no immediate impact on activity timetables.</p> <p>Redistribute resource to ensure that groups most in need continue to receive provision.</p> <p>Money has been invested to support staff to gain qualifications and these staff will continue to provide high quality provision within settings and embed high standards. Central government is also providing funding for Early Years Professional Status (EYPS) training for those working in the statutory sector.</p> <p>Agreement with schools to pay for this service in the short term and will look to make this permanent.</p> <p>Money has been invested to build and embed capacity within the sector and the benefits of these improvements will be sustained. Targeting of funding to ensure it is directed to areas of greatest need.</p> <p>Impact will be further informed by the SEN white paper and changes are being deferred accordingly.</p>

Equality Group	Function / service change that may impact	Mitigation
	<p>Changes to the support provided for the Connexions service.</p> <p>Changes to the provision of the Young People's Drug and Alcohol service.</p> <p>Changes to the provision of Parenting and Family Support.</p> <p>Increase in funding for child care for vulnerable 2 year olds.</p>	<p>Establishing an integrated Targeted Youth Support Service that ensures CYP have access to learning that motivates participation and encourages achievement in education, employment, training and positive activities.</p> <p>Through developing an integrated, multi-disciplinary targeted youth support service we will intervene as early and as effectively as possible and ensure resources are focused on supporting those CYP most at risk of misusing drugs and alcohol.</p> <p>Creating an integrated Family Solutions Service to provide targeted support to parents and carers and their families.</p> <p>This positive opportunity will extend the current provision of child care and will support a significant number of children and their families.</p>
Parents and carers	Changes to the provision of children and youth centres.	In 2010/11 only 9% of lone parents with children aged 0-4 accessed our children's centres, by targeting our resources and improving our outreach programmes the changed operating model would aim to increase provision for this group.
	Workforce changes	Any staffing changes will be conducted in accordance with the council's workforce change procedure to ensure no discrimination against

Equality Group	Function / service change that may impact	Mitigation
		staff that are parents or carers.
Faith Groups	Changes to the provision of children and youth centres. Some centres provide particular services targeted towards particular faith groups.	<p>Children / Youth centre services will continue to be open and accessible to all individuals. The requirements for the local communities will continue to be monitored and responded to.</p> <p>By targeting resources the council maintained children's centres will have greater capacity to meet the needs of key groups.</p> <p>Investment in targeted outreach will directly support those members of faith groups where a specific need is identified.</p>
	Workforce changes	Any staffing changes will be conducted in accordance with the council's workforce change procedure to ensure no discrimination against staff of a particular faith group.
Pregnancy and Maternity	Service changes	
	<p>Changes to the provision of children's centres.</p> <p>See also reference to teenage pregnancy in Gender section above.</p>	<p>Closer working with midwifery services to identify and support those most in need.</p> <p>See also reference to teenage pregnancy in Gender section above.</p>
	Workforce changes	
	Any staffing changes will be conducted in accordance with the council's workforce change procedure to	Although some staff may have to change location, the impact in terms of travel, childcare

Equality Group	Function / service change that may impact	Mitigation
	ensure no discrimination against staff that are pregnant or on maternity leave.	responsibilities etc will be considered and minimized.
Marriage and Civil Partnership	Services will continue to be available to all individuals regardless of marriage and civil partnership status.	Services will continue to be available to all individuals regardless of marriage or civil partnership status. Support for single parents will continue where there is an identified need.
	Workforce Changes	Any staffing changes will be conducted in accordance with the council's workforce change procedure to ensure no discrimination against staff based on their marital / civil partnership status.
Families on low Income	Changes to the provision of children and youth services.	Services will be targeted to those families with the greatest need.
	Increase in funding for child care for vulnerable 2 year olds.	There will be additional support for low income households with significant funding being made available for childcare services.
Geographically isolated families	Changes to the provision of children and youth centres.	The enhancement of the outreach service will provide additional resources and flexibility to address the needs of those families that are more isolated and living in rural locations.