

Equality Analysis

Birmingham City Council Analysis Report

EA Name	School Health Support Service
Directorate	People
Service Area	Adults - Public Health
Type	New/Proposed Function
EA Summary	<p>This equality analysis is to support the decision to commence with the procurement of a School Health Support Service.</p> <p>The School Health Support Service is a city-wide service to provide health support to schools and to all children of school age enrolled to attend a publicly funded mainstream school within the boundary of Birmingham City Council or who is a resident of Birmingham but out of school (home educated, excluded or in alternative provision; missing; or in the Children's Youth Justice System).</p>
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Introduction

The report records the information that has been submitted for this equality analysis in the following format.

Initial Assessment

This section identifies the purpose of the Policy and which types of individual it affects. It also identifies which equality strands are affected by either a positive or negative differential impact.

Relevant Protected Characteristics

For each of the identified relevant protected characteristics there are three sections which will have been completed.

- Impact
- Consultation
- Additional Work

If the assessment has raised any issues to be addressed there will also be an action planning section.

The following pages record the answers to the assessment questions with optional comments included by the assessor to clarify or explain any of the answers given or relevant issues.

1 Activity Type

The activity has been identified as a New/Proposed Function.

2 Initial Assessment

2.1 Purpose and Link to Strategic Themes

What is the purpose of this Function and expected outcomes?

Health support to schools is a city-wide service to schools and to all children of school age enrolled to attend a publicly funded mainstream school within the boundary of Birmingham City Council or who is a resident of Birmingham but out of school (home educated, excluded or in alternative provision; missing; or in the Children's Youth Justice System).

Birmingham Public Health faces a sustained financial challenge due to a reduction in the Public Health Allocation by HM Treasury; this is a central Government reduction and separate from any Local Government reduction. This results in an opportunity to reflect upon the purpose and shape of those initiatives that are non-mandatory/statutory and commissioned using the Allocation, which includes the School Health Advisory Service.

The combination of the constraint on the Public Health Allocation and the breakpoint of the current School Health Advisory Service contract has resulted in an opportunity to review the Council's Public Health principles to support school age children in schools and to re-model our approach.

The proposed service will provide support, advice and guidance to schools in relation to the physical medical needs of children, ensuring that children are able to access school regardless of their disability or illness. It will enable children to access education by supporting schools to understand and develop their response to the child's medical needs.

The priorities of the current School Health Advisory Service are included within the scope of the proposed School Health Support Service with the exception of a specification to have evidence based assessment tools reflecting the needs of different ages. Support will remain universally available to all school age children with the focus of the service shifted towards direct involvement with children with medical needs. Those with emotional needs will be supported by a separate partnership being developed between schools and Forward Thinking Birmingham.

The School Health Support Service team will include an appropriate skill mix to reflect local need e.g. languages, communication, cultural sensitivity.

The core components of the School Health Support Service will be:

- Support to schools to adapt to pupils with medical needs including SEND (Special Educational Needs and Disability), schools' health planning and Education Health and Care Plans;
- Enable the health components of plans for Child Protection, Children in Need, Children in Care, and those on the edge of exclusion to be enacted in the school setting;
- Deliver the National Child Measurement Programme;
- Deliver a universal audiology screening of children in the Reception Year;
- Broker the interaction between NHS health services, local voluntary sector, and education so that the child or young person can attain their full potential, using Right Help, Right Time Framework, Early Help and Think Family systems;
- Develop effective partnerships with schools and other agencies in a locality, resulting in a joined - up approach to support improvements in health and well-being of school age children; and
- Support emotional well-being through the school-age years by referring to the Early Emotional Help arrangements and Forward Thinking Birmingham.

The following are not within the scope of the proposed service:

- The immunisation and vaccination programme. This is commissioned by NHS England;
- The school nursing service for special schools. This is commissioned by the NHS Clinical Commissioning Group;
- The paediatric enuresis service. This is commissioned by the NHS Clinical Commissioning Group;
- Early emotional health and well-being support. This is provided by collaboration with Birmingham Educational Partnership and Forward Thinking Birmingham; and
- Delivery of clinical care for long terms conditions and complex needs. This is commissioned by NHS Clinical Commissioning Group.

The key outcomes expected from the School Health Support Service will be:

- Reduction in school absence due to medical reasons;
- Implementation of the National Child Measurement Programme (NCMP); and
- Active involvement in safeguarding children who have an identified health need.

For each strategy, please decide whether it is going to be significantly aided by the Function.

Children: A Safe And Secure City In Which To Learn And Grow	Yes
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Comment:

The School Health Support Service is consistent with the Council priority to create a safe and secure city for our children to learn and grow in as it will provide support, advice and guidance to schools in relation to the physical medical needs of children ensuring that children are able to access school regardless of their disability or illness.

Health: Helping People Become More Physically Active And Well	Yes
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Comment:

As a Public Health service, the School Health Support Service aims to address and reduce health inequalities and is, therefore, consistent with the Council priority to help people become healthier. The service will support schools to understand and develop their response to children's physical medical needs.

Housing : To Meet The Needs Of All Current And Future Citizens	No
Jobs And Skills: For An Enterprising, Innovative And Green City	No

2.2 Individuals affected by the policy

Will the policy have an impact on service users/stakeholders?	Yes
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Comment:

The School Health Support Service will impact on school age children by providing support, advice and guidance to them in relation to their physical medical needs. It will enable children and young people to attend and engage with school in order to achieve and fulfil their potential despite medical needs or safeguarding challenges.

The service will be available for:

- School aged children enrolled and registered at a mainstream school including those not attending (e.g. excluded on a fixed/short term basis or in alternative provision)
- 16-18 year olds in 6th Form on an existing/attached site;
- Asylum seekers and migrant children; and
- Travellers and children from the travelling community.

In Birmingham there are currently 298 primary schools, 80 secondary schools and 7 all-through schools, which are state-funded mainstream schools. Within these schools there are 111,381 primary school age children and 64,418 secondary age children.

Will the policy have an impact on employees?	No
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Comment:

The service is not delivered by Birmingham City Council and so will not impact on Council employees.

Will the policy have an impact on wider community?	Yes
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Comment:

The School Health Support Service will impact on the wider community by engaging with school staff and the wider health community to ensure that children are able to access school regardless of their disability or illness. There may also be an impact on the employees of the organisation that delivers the current School Health Advisory Service.

2.3 Relevance Test

Protected Characteristics	Relevant	Full Assessment Required
Age	Relevant	No
Disability	Not Relevant	No
Gender	Not Relevant	No
Gender Reassignment	Not Relevant	No
Marriage Civil Partnership	Not Relevant	No
Pregnancy And Maternity	Not Relevant	No
Race	Not Relevant	No
Religion or Belief	Not Relevant	No
Sexual Orientation	Not Relevant	No

2.4 Analysis on Initial Assessment

The School Health Support Service is a city-wide service to provide health support to schools and to all children of school age enrolled to attend a publicly funded mainstream school within the boundary of Birmingham City Council or who is a resident of Birmingham but out of school (home educated, excluded or in alternative provision; missing; or in the Children's Youth Justice System).

The proposed service will impact on school age children by providing support, advice and guidance to them in relation to their physical medical needs. It will enable children and young people to attend and engage with school in order to achieve and fulfil their potential despite medical needs or safeguarding challenges. Support will remain universally available to all school age children with the focus of the service shifted towards direct involvement with children with medical needs. Those with emotional needs will be supported by a separate partnership being developed between schools and Forward Thinking Birmingham.

The service will be available for:

- School age children enrolled and registered at a mainstream school including those not attending (e.g. excluded on a fixed/short term basis or in alternative provision);
- 16-18 year olds in 6th Form on an existing/attached site;
- Asylum seekers and migrant children; and
- Travellers and children from the travelling community.

In Birmingham there are currently 298 primary schools, 80 secondary schools and 7 all-through schools, which are state-funded mainstream schools. Within these schools there are 111,381 primary school aged children and 64,418 secondary aged children.

The service will impact on the wider community by engaging with school staff and the wider health community to ensure that children are able to access school regardless of their disability or illness. There may also be an impact on the employees of the organisation that delivers the current School Health Advisory Service.

Engagement has taken place with a range of stakeholders to determine the principles for the service including:

- Birmingham Education Partnership;
- Forward Thinking Birmingham;
- NHS Mental Health Commissioner;

- Virtual School and City of Birmingham School;
- Primary Heads Forum;
- Secondary schools at a stakeholder development event;
- School Designated Safeguarding Leads;
- Services 4 Education;
- Local voluntary sector stakeholders at a stakeholder development event;
- Birmingham Safeguarding Children Board Executive;
- Birmingham Safeguarding Children Board Safeguarding in Education Group;
- Birmingham NHS Children's Commissioning Team;
- Birmingham Community Healthcare NHS Foundation Trust at a stakeholder development event;
- Public Health England; and
- Birmingham United Maternity Programme.

The engagement provided useful insight into the needs of the children that this service will be addressing.

The Initial equality analysis has not identified any potential or actual negative impacts of the proposal on individuals who share any of the protected characteristics of: age; disability; sex; gender re-assignment; marriage and civil partnership; pregnancy and maternity; race; religion or belief; or sexual orientation. It is not foreseen that there will be a significant difference in the take up of the service with regard to any of the protected characteristics as a result of changing from the current service to the proposed model.

A full assessment is not required at this stage.

3 Full Assessment

The assessment questions below are completed for all characteristics identified for full assessment in the initial assessment phase.

3.1 Age - Assessment Questions

3.1.1 Age - Relevance

Age	Relevant
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Comment:

Age is a relevant protected characteristic as the School Health Support Service is for the school age population. It will have a positive effect on this group by providing support to ensure that children are able to access school regardless of their disability or illness. Other services exist for those children who are not covered by the service e.g. the 0-5 Early Years system, which is designed to be more appropriate and accessible to younger children and their families who are outside of the school environment e.g. in children's centres and in wider communities

3.1 Disability - Assessment Questions

3.1.1 Disability - Relevance

Disability	Not Relevant
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Comment:

It is not foreseen that the service will have an adverse impact with regard to this protected characteristic. The service must ensure equal access for all children and their families irrespective of age; disability; sex; gender reassignment; marriage and civil partnership; pregnancy and maternity; race; religion or belief; or sexual orientation.

3.1 Religion or Belief - Assessment Questions

3.1.1 Religion or Belief - Relevance

Religion or Belief	Not Relevant
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Comment:

It is not foreseen that the service will have an adverse impact with regard to this protected characteristic. The service must ensure equal access for all children and their families irrespective of age; disability; sex; gender reassignment; marriage and civil partnership; pregnancy and maternity; race; religion or belief; or sexual orientation.

3.1 Gender - Assessment Questions

3.1.1 Gender - Relevance

Gender	Not Relevant
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Comment:

It is not foreseen that the service will have an adverse impact with regard to this protected characteristic. The service must ensure equal access for all children and their families irrespective of age; disability; sex; gender reassignment; marriage and civil partnership; pregnancy and maternity; race; religion or belief; or sexual orientation.

3.1 Gender Reassignment - Assessment Questions

3.1.1 Gender Reassignment - Relevance

Gender Reassignment	Not Relevant
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Comment:

It is not foreseen that the service will have an adverse impact with regard to this protected characteristic. The service must ensure equal access for all children and their families irrespective of age; disability; sex; gender reassignment; marriage and civil partnership; pregnancy and maternity; race; religion or belief; or sexual orientation.

3.1 Marriage Civil Partnership - Assessment Questions

3.1.1 Marriage Civil Partnership - Relevance

Marriage & Civil Partnership.	Not Relevant
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Comment:

It is not foreseen that the service will have an adverse impact with regard to this protected characteristic. The service must ensure equal access for all children and their families irrespective of age; disability; sex; gender reassignment; marriage and civil partnership; pregnancy and maternity; race; religion or belief; or sexual orientation.

3.1 Pregnancy And Maternity - Assessment Questions

3.1.1 Pregnancy And Maternity - Relevance

Pregnancy & Maternity	Not Relevant
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Comment:

It is not foreseen that the service will have an adverse impact with regard to this protected characteristic. The service must ensure equal access for all children and their families irrespective of age; disability; sex; gender reassignment; marriage and civil partnership; pregnancy and maternity; race; religion or belief; or sexual orientation.

3.1 Race - Assessment Questions

3.1.1 Race - Relevance

Race	Not Relevant
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Comment:

It is not foreseen that the service will have an adverse impact with regard to this protected characteristic. The service must ensure equal access for all children and their families irrespective of age; disability; sex; gender reassignment; marriage and civil partnership; pregnancy and maternity; race; religion or belief; or sexual orientation.

3.1 Sexual Orientation - Assessment Questions

3.1.1 Sexual Orientation - Relevance

Sexual Orientation	Not Relevant
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Comment:

It is not foreseen that the service will have an adverse impact with regard to this protected characteristic. The service must ensure equal access for all children and their families irrespective of age; disability; sex; gender reassignment; marriage and civil partnership; pregnancy and maternity; race; religion or belief; or sexual orientation.

3.1 Concluding Statement on Full Assessment

The Initial equality analysis has not identified any potential or actual negative impacts of the proposal on individuals who share any of the protected characteristics of: age; disability; sex; gender re-assignment; marriage and civil partnership; pregnancy and maternity; race; religion or belief; or sexual orientation. It is not foreseen that there will be a significant difference in the take up of the service with regard to any of the protected characteristics as a result of changing from the current service to the proposed model.

A full assessment is not required at this stage.

The equality analysis will be considered and updated if required as the procurement process progresses, and will be reviewed at the contract award stage.

4 Review Date

31/03/2019

5 Action Plan

There are no relevant issues, so no action plans are currently required.