

Equality Analysis

Birmingham City Council Analysis Report

EA Name	Voluntary Children's Trust
Directorate	People
Service Area	Children - Commissioning Centre Of Excellence
Type	Amended Policy
EA Summary	Following Cabinet approval in July 2016 of the "case for change" and Cabinet approval in September 2016 of further work on a proposed Trust, this EA sets out initial thoughts on the likely, high level, impacts of the recommended Trust model.
Reference Number	EA001753
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Date Approved	2016-12-22 00:00:00 +0000
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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 Amended Policy.

2 Initial Assessment

2.1 Purpose and Link to Strategic Themes

What is the purpose of this Policy and expected outcomes?

Following Cabinet approval in July 2016 of the "case for change" and Cabinet approval in September 2016 of further work on a proposed Trust, the purpose of this EA sets out initial thoughts on the likely, high level, impacts of the recommended Trust model.

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

A Strong Economy	No
Safety And Opportunity For All Children	Yes
Children A Great City To Grow Up In	Yes
Thriving Local Communities	No
Health - A Great City To Grow Old In	No
A Modern Council	No
Housing - A Great City To Live In	No
Jobs And Skills - A Great City To Succeed In	No

2.2 Individuals affected by the policy

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

Since 1999 there have been longstanding issues with the sustained delivery of children's services in Birmingham by the Council and whilst improvement is progressing it still has a way to go before the service becomes excellent.

In 2014, Professor Julian Le Grand, on behalf of the then Minister, concluded that there were serious structural, practice and governance issues affecting children's services in Birmingham.

In June 2016, a report of the Improvement Quartet acknowledged both the significant improvement progress since Le Grand in 2014 and the need to explore a structural and cultural change so as to provide better sustainable outcomes for children in Birmingham.

Deloitte, commissioned by the Council, identified in their July 2016 report 'a case for change' six key 'root causes' challenging the Council's ability to deliver a sustainable and improved children's service at pace. The Trust design needs to be able to facilitate positive responses to these root causes. In summary these are:

- . focus on children: time spent interacting with other council functions caused a lack of attention on children's services.
- . partnering and commissioning: a lack of shared visions across council functions and with key partners; more collaboration and single focus needed.
- . recruitment and retention: impact of reputational and legacy issues, unattractive/un-competitive reward package and lack of dedicated/focussed support service functions impacting on successful and sustained recruitment and retention of qualified social workers.
- . workforce capability: the need to align workforce capability with service delivery, the need to build a strong framework for learning which is peer led and embedded into day-to-day practice.
- . organisational agility: the need to become demand led versus the need to respond to

budgetary cuts and the distraction of responding to external pressures.
 . technology, digital and analytics; the need for an exclusive IT focus, unencumbered by corporate processes and initiatives in order to provide a better understanding about the needs of children and young people.

The chosen design will improve the quality and effectiveness of services to vulnerable children and families in Birmingham.

Will the policy have an impact on employees?	Yes
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Comment:

The recommendation for the Trust is that it is created based on the wholly owned company model with elements of the employee owned mutual model. Therefore the principal potential impact identified to date has been that upon staff. An initial estimate is that this could affect as many as 2,000 members of staff currently employed by the City Council.

To date staff feedback has been invited in a number of ways. The Children's Trust mailbox (childrenstrust@birmingham.gov.uk) has been available for staff to use to submit queries and comments since July. Engagement sessions have been held since July at Tally Ho, Lancaster Circus, Lifford House, New Aston House and Sutton New Road at which comments were invited from staff about the proposed scope of core and non-core services. Staff were also invited to be part of a staff reference group and the first meeting of this was held at the start of November.

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

The recommended model for the Trust is a wholly owned company model, with elements of the employee owned mutual model.

It is recommended that the future Trust be a community interest company in which the primary purpose is to benefit the community and not its shareholders, directors or employees.

2.3 Relevance Test

Protected Characteristics	Relevant	Full Assessment Required
Age	Relevant	No
Disability	Relevant	No
Gender	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 recommendation for the Trust is that it is created based on the wholly owned company model with elements of the employee owned mutual model. Therefore the principal potential impact identified to date has been that upon staff. Based on initial thoughts about the Trust's scope, an initial estimate is that this could affect as many as 2,000 members of staff currently employed by the City Council.

Issues to be addressed include final recommendations upon scope and discussions about how staff might transfer from the City Council into the new Trust entity.

The protected characteristics of age, gender and disability have been identified as being potentially relevant, this is

about staff and users, the latter being predominantly children and young people.

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:

Once the scope of services has been agreed, the detailed work of identifying the attributes of the relevant staff can begin.

Age is identified as being one of the protected characteristics that may be relevant.

3.1 Disability - Assessment Questions

3.1.1 Disability - Relevance

Disability	Relevant
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Comment:

Once the scope of services has been agreed, the detailed work of identifying the attributes of the relevant staff can begin.

Disability is identified as being one of the protected characteristics that may be relevant.

3.1 Gender - Assessment Questions

3.1.1 Gender - Relevance

Gender	Relevant
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Comment:

Once the scope of services has been agreed, the detailed work of identifying the attributes of the relevant staff can begin.

Gender is identified as being one of the protected characteristics that may be relevant.

3 Concluding Statement on Full Assessment

The Initial Assessment has been updated. The principal potential impact identified to date has been that upon staff. Based on initial thoughts about the Trust's scope, an initial estimate is that this could affect as many as 2,000 members of staff currently employed by the City Council. Issues to be addressed include final recommendations upon scope and discussions about how staff might transfer from the City Council into the new Trust entity. As proposals become clearer a Full Assessment will begin.

4 Review Date

31/01/17

5 Action Plan

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