

APPENDIX D



Equality Impact Assessment

Please state the service / project your proposal relates to:	Portage Spin Out
Lead Officer:	Pam Fry
Directorate:	People's Directorate
Is this a new policy or a review of an existing policy or service? :	New service delivery model
What are the aims and purpose of this proposal? :	To spin out the current LBS Portage service out of the local authority into an independent organisation. This proposal recommends that this is a Community Interest Company
Which of the geographic areas does this proposal affect? (Insert any specific wards or state all borough):	All Wards
Which stakeholder group or groups does this proposal affect? (Broad groups - e.g. Staff at LBS, residents, third and voluntary sector):	Residents of Sutton (including children), LBS staff and the Voluntary sector
Whose needs is the proposal designed to meet? (Specific groups of people e.g. those who directly use the service):	(a) Children 0-8 with disabilities (b) Children 0-3 who meet the portage criteria, with disabilities (c) Parents of the above
What evidence has been collected to inform this proposal? :	<ol style="list-style-type: none"> 1. Portage is a non statutory service and under no obligation to continue to be funded via the local authority 2. Portage is entirely funded through the Dedicated School Grant and this funding cannot be confirmed for the future 3. A 5 year finance projection for the possible spin out has been written

	<p>alongside the finance service</p> <ol style="list-style-type: none"> 4. Stakeholder engagement sessions with parents/carers who currently use the service and some who do not use the service (due to being out of the criteria) have been carried out to understand the needs of the users 5. There is currently a waiting list on access to Portage due to lack of capacity within the team
<p>What equality-related information, for example through consultation with stakeholders, has been gathered on this proposal?:</p>	<p>Baseline service level information about the service users (existing through database and updated monthly) such as age, gender, nationality, residing ward, disability (diagnosis and prime area of need)</p>
<p>Based on the information you have collated, which equality characteristics may be affected by this proposal</p>	<p>Age and disability</p>
<p>Please give further information on how these characteristics may be affected</p>	<p>Whilst the current portage service only provides the core home visiting service for children from 0 to 3 (and in the community services up to 5, the new service will create capacity for a home visiting service for children up to 8.</p> <p>The core home visiting service for Portage will continue in the new service delivery model under the current criteria. Additional services will be made available for children and families who do not fall into the portage criteria and will develop disability specific support groups</p>
<p>What will be done to promote equality of opportunity as part of this proposal?:</p>	<ul style="list-style-type: none"> • Greater accessibility to Portage & bespoke home interventions (and support services) for children and families who do not currently meet the portage criteria. • Due to the nature of a Community Interest Company, any surplus made is reinvested back into the organisation. Built into the model of the new organisation is discretionary fund which will heavily subsidise services or completely pay for a package of services for families on a low income, benefits or those with two or more

	<p>disabled children - this will ensure that money is not a barrier to accessing services.</p>
<p>In what way could this proposal positively or negatively impact on the physical and/or mental wellbeing of residents? If there is a negative impact what action will be taken to mitigate this? What evidence has been or will be collected? :</p>	<p>Positive impact</p> <ul style="list-style-type: none"> ● A range of new services will be offered including services to support the mental health needs of children and promoting health and well-being for parents and carers - the introduction and evaluation of services will indicate the impact ● The new community space will be disability accessible/ DDA Compliant <p>Negative impact</p> <ul style="list-style-type: none"> ● If the new service is not re-commissioned by the council the lack of a Portage service would negatively impact on families and children ● If the new service is not TECKAL compliant - the portage service may be temporarily suspended.
<p>What actions are going to be taken as a result of this EIA to address negative impacts or previously met unidentified needs?:</p>	<ul style="list-style-type: none"> ● Long term contract to be put in place via legal to offer an initial long term offer and a good commissioning bid in the future to ensure the long term sustainability of the core offer via the DSG ● A review with legal to ascertain commissioning and procurement processes for a CIC
<p>What data monitoring or evaluation activity has been put into place to monitor the impact of this proposal? :</p>	<p>Staff Evaluation</p> <ul style="list-style-type: none"> ● The full Portage team has undertaken a review of their thoughts, concerns and hopes for the new service. Overall there was a positive response to the potential changes ● Staff have continued to be involved in the discussion with the Portage manager as the project <p>Data Monitoring</p> <ul style="list-style-type: none"> ● Target numbers monitored for current service users accessing the service - this will be reviewed to ensure numbers remain high. ● Waiting list numbers and length of wait is monitored - this will reduce with the introduction of the new services

	<p>Evaluation activity</p> <ul style="list-style-type: none"> ● Regular updates from workstream leads inform any concerns that staff may be having about next steps ● Use of Google+ community to gain a sense check of how staff are feeling about the proposal ● Project Team meetings with heads of service have been key to providing recommendations for this proposal ● Ongoing annual service reviews with parents/ carers/ stakeholders and community based group offers
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