

COMMUNITY IMPACT ASSESSMENT

Directorate / Service Area		Officer undertaking the assessment
Children Families and Adults		Name: Rebecca Wilshire
Service / Document / Function being assessed		Job Title: Head of Service – Access and SFSS
Children's Social Care - Family Support Service's		Contact details: 01480 379794
Business Plan Proposal Number	A/R.6.303	Approved 16/10/15
Aims and Objectives of Service / Document / Function		
<ul style="list-style-type: none"> - To bring together, Supervised Contact (SC) and Specialist Family Support Services (SFSS) - To make the necessary savings of 100K over next two years - To strengthen the services and maximise effectiveness following resource reductions - To ensure delivery of these services remain at the forefront for children services. 		
What is changing?		
<p>Currently within Children's Social Care (CSC) we had two separate family services:</p> <ul style="list-style-type: none"> - SFSS – which provides outreach, parenting support, crisis support edge of care services to enable children to remain at home with their families when intensive support is needed - SC – who provides a structured and safe contact for children to have with their families when they are no longer able to live with them. <p>The two services work across all CSC functions; each service has a separate manager and each was overseen by a separate Head of Service (HoS). The change proposed is to achieve efficiencies by bringing together the individual SFSS and SC services to form one new service, with one manager and one Head of Service managing and overseeing the service. Aligning the services in this way will enable workers with the opportunity to work across the functions and in doing so, will allow them to develop their skills further. For example, each service had a bank of relief workers, by combining the service we strengthen our relief pool further and allow them the opportunity to strengthen and widen their skills also.</p> <p>This did require changing the current management structure and roles and has led to a change in title to ensure the role fit the job undertaken.</p> <p>The SFSS service will retain the same level of functionality and will support children and their families as they do now. This service is the only service in Cambridgeshire that works 8-10pm, weekends and will support families in an emergency/crisis. Therefore we have to retain this service in its entirety to ensure children are safeguarded. Without this support, the number of looked after children would increase and children would be more at risk.</p> <p>The savings being proposed would have had an impact on service delivery within Supervised Contact, the integration of the SC and SFS, if to strengthen the functionality and make the service as effective and still meet the savings.</p> <p>As the Team Manager and a Duty Worker had already resigned before the consultation around service integration, these posts will not be recruited to and therefore meet the savings requested</p>		

Who is involved in this impact assessment?

e.g. Council officers, partners, service users and community representatives.

SC Manager and SFSS Manager – involved around Budgetary targets prior to consultation

SFSS Manager

Head of Service in LAC

York Consultancy completed a Budget Analysis Evaluation on SFSS

All staff in children social care as part of the Consultation to integrate SFSS and SCT

What will the impact be?

Tick to indicate if the impact on each of the following protected characteristics is positive, neutral or negative.

Impact	Positive	Neutral	Negative
Age		x	
Disability		x	
Gender reassignment		x	
Marriage and civil partnership		x	
Pregnancy and maternity		x	
Race		x	

Impact	Positive	Neutral	Negative
Religion or belief		x	
Sex		x	
Sexual orientation		x	
The following additional characteristics can be significant in areas of Cambridgeshire.			
Rural isolation		x	
Deprivation		x	

For each of the above characteristics where there is a positive, negative and / or neutral impact, please provide details, including evidence for this view. Describe the actions that will be taken to mitigate any negative impacts and how the actions are to be recorded and monitored. Describe any issues that may need to be addressed or opportunities that may arise.

Positive Impact

The proposed change will make the transition of children, adults and families more seamless and work more effectively.

Bringing together services under 'one umbrella' will mean there will be one referral point and all referrals will be managed within the SFSS existing allocation. This means that they can ensure all areas are considered and strengthen when allocating a case to a service.

Children who are looked after but have a rehabilitation home plan will be worked with more effectively within one service

Working more closely, the families which can often cross over all three services will have a more consistent approach and potential for the same worker to provide continuity. Again this will ensure all the above positives are present and strengthen further.

Negative Impact

No negative impact

Neutral Impact

Access to services on the basis of disability, gender reassignment, marriage, civil partnerships, pregnancy, maternity, race, sex, sexual orientation, rural isolation, deprivation and religion or belief would not change as a result of the proposals.

Issues or Opportunities that may need to be addressed

There is an opportunity for the workforce within these two services to strengthen; the skills and experience of the workforce will be enhanced as they would be working potentially across services when this is required. There may be a need for training (in house) to ensure development of workforce.

There was a reduction in the number of management posts. However, this was due to resignation and tis post will form part of the savings

Community Cohesion

If it is relevant to your area you should also consider the impact on community cohesion.

N/A

COMMUNITY IMPACT ASSESSMENT

Directorate / Service Area		Officer undertaking the assessment
CFA - Children's Social Care		Name: Tracy Collins Job Title: Head of LAC Contact details: tracy.collins@Cambridgeshire.gov.uk. Date completed: 10 October 2015 Date approved: 15/10/15.....
Service / Document / Function being assessed		
Fostering and Adoption – Allowances for : Special Guardianship orders Child Assessment orders Adoption Allowances		
Business Plan Proposal Number (if relevant)	6.305	
Aims and Objectives of Service / Document / Function		
<ul style="list-style-type: none"> As a LA clarifying the guidance and governance of the process by which the council exercises its discretion in determining requests for financial support for Special Guardianship Order's (SGO'S), Child Assessment Orders (CAO's) and Adoption represent a significant way in which the long term permanent future for children and young people can be supported without the child remaining looked after. The Council does make payments under certain circumstances. It has been identified that a more consistent decision making process is required. This will make the available financial support much clearer to family members considering taking up of SGO or CAO. It is also likely to achieve funding reductions for the authority and better financial planning This will be associated with a much clearer understanding of those families that may require additional longer term financial support. 		
What is changing?		
Where relevant, consider including: how the service/document/function will be implemented; what factors could contribute to or detract from this; how many people with protected characteristics are potentially impacted upon; who the main stakeholders are; and, details of any previous or planned consultation/engagement to inform the CIA.		
<u>Special Guardianship Orders</u>		
<p>The payment of SGO's allowances following the making of an order by the court in respect of the child will be for a maximum period of two years. The payment is made to support the permanent carers in making the transitional arrangements for taking on the care of the child. It is intended to provide the carer with sufficient time to make any financial adjustments necessary in becoming the permanent carers for the child.</p> <p>The payment will be reviewed on a regular basis, this may result in a gradual reduction or a continuation of payment at the existing rate. After the maximum period of two years it is the expectation of the council that the child will be financially supported in the same way as any other child living with their family or permanent carer- namely through employment supplemented by benefits including child tax credits, child benefits, housing benefits, disability living allowance or through the benefits system during any time of unemployment.</p> <p>Payment of an allowance will only continue beyond a two year period in exceptional circumstance where an assessment by children services has established that the child will be likely to suffer significant harm unless eligibility to receive the allowance is extended for a further limited period.</p>		
<u>Child Assessment Orders</u>		
<p>These orders came into force in 2014 replacing Residence Orders. The Council is now clarifying its position on financial support.</p> <p>Where a child's foster carer applies successfully for a Child Arrangement Order with the support of the County Council, the County Council will provide a Child Arrangements Order Allowance for up to two years. As with the SGO payment the allowance will be kept under review. After a maximum period for two years the allowance would cease completely unless there were exceptional arrangements that required continuation of the payment for a</p>		

further defined period of time.

Where a Child Arrangements Order is made in favour of a relative in private law proceedings, it will be unusual for an allowance to be paid unless the order has been applied for with the County Council's support as a clear alternative to Care Proceedings.

Adoption Allowances

The adoption support regulations provide clear guidance on the circumstances under which the council should consider adoption support. They do not carry time limits but the conditions must continue to apply. The council will rigorously implement procedures that reflect the monitoring and implementation of the regulations.

However, where the adoptive parent previously fostered the child they are adopting, and they received an element of remuneration in the financial support paid to them as the child's foster parent, the local authority may continue to pay that element of remuneration for a transitional period of up to two years from the date of the adoption order. These payments can continue for longer than two years if the local authority considers the case to be exceptional. The purpose of the transitional provision is to enable local authorities to maintain payments to foster parents who go on to adopt, at the same rate as they received when they were fostering the child. This is intended to give the family time to adjust to their new circumstances

The procedures will be updated and embedded. These arrangements will be published in an accessible form on the public facing website of the council.

Who is involved in this impact assessment?

e.g. Council officers, partners, service users and community representatives.

- Council Officers including Members.
- LGSS – legal advice have been sort regarding legal Statute and Regulation

What will the impact be?

Tick to indicate if the expected impact on each of the following protected characteristics is positive, neutral or negative.

Impact	Positive	Neutral	Negative
Age		x	
Disability		x	
Gender reassignment		x	
Marriage and civil partnership		x	
Pregnancy and maternity		x	
Race		x	

Impact	Positive	Neutral	Negative
Religion or belief		x	
Sex		x	
Sexual orientation		x	
The following additional characteristics can be significant in areas of Cambridgeshire.			
Rural isolation		x	
Deprivation		x	

For each of the above characteristics where there is a positive, negative and / or neutral impact, please provide details, including evidence for this view. Consider whether the impact could be disproportionate on any particular protected characteristic. Describe the actions that will be taken to mitigate any negative impacts and how the actions are to be recorded and monitored. Describe any issues that may need to be addressed or opportunities that may arise.

Positive Impact

For permanent carers who may be eligible for financial support from the council there will be a transparent process by which they can understand and receive appropriate payment.

The Council will reduce its expenditure on this area of activity through providing more certainty and ensuring that any allowances are appropriate and are only provided for eligible beneficiaries.

Negative Impact

The rigorous implementation of the recommendations may deter some potential carers. However, from a child centred perspective this may be appropriate if financial reward is the overriding motivational factor for the some carers.

The changes will require a review of the cases in receipt of allowances for more than two years to ensure that the need for the payment is still required. The changes will be communicated to all those in receipt of allowances.

Neutral Impact

For those carers who currently receive an allowance payment this will be reviewed and decisions will be made both on need and clarification and what undertakings were made by the council at the time of the order.

Issues or Opportunities that may need to be addressed

Communication will be key as this approach will create additional anxieties for some carers in receipt of an allowance and could potentially impact on placement instability.

There may be a decline in the number of Special Guardianship Order being applied for if the financial support is not guaranteed beyond the two years.

Policy changes may attract local media coverage.

Community Cohesion

If it is relevant to your area you should also consider the impact on community cohesion.

N/A

COMMUNITY IMPACT ASSESSMENT

Directorate / Service Area		Officer undertaking the assessment
Children, Families and Adults Services		Name: Richard Holland Job Title: Head of Service (Disabled Children) Contact details: 01223 706344 Approved 16/10/15
Service / Document / Function being assessed		
Disabled Children's Service , Children's Social Care		
Business Plan Proposal Number (if relevant)	6.306	
Aims and Objectives of Service / Document / Function		
To provide statutory Social Care and Short Break Services for Disabled Children and Young People		
What is changing?		
<p>For 2015/16 the overall budget for the Children's Disability Social Care Service is £5.711,000. As part of a planned reduction in budgets there is a saving of £200,000 to be achieved in 2016/17 for the Disabled Children's Social Care Service. This follows on from a reduction of £250,000, 2013/14 £270,000 in 2014/15 and £183,000 in 2015/16.</p> <p>Reductions in budget to date have been achieved alongside the implementation of Personal Budgets within a Self-Directed Support Framework. There has been a move away from a reliance on expensive specialist services to an imaginative use of Direct Payments and activities. Flexibility of budget use has also been facilitated wherever possible by a move away from block contracts to spot purchase frameworks. Overall a continued increase in the demand for services has been achieved with reducing budgets by reducing the average cost of supporting individual disabled children in the community. The budget reduction for 2016/17 will be achieved through a continuation of this process.</p> <p>It should be noted that because of previous success in implementing this approach this has become increasingly difficult to achieve and a limit to this form of saving may have been reached. For example, over 60% of the children and young people supported receive a Direct Payment for either all or part of their service. Similarly, at the end of September 2015 for the 628 children supported through the Short Break Local Offer the average annual cost was down to £856 per child.</p>		

Who is involved in this impact assessment?

e.g. Council officers, partners, service users and community representatives.

This impact assessment has been led by officers. Pinpoint the parents' forum for disabled children and young people is aware of the reductions. They have previously voiced concerns about the continued process of reducing budgets year on year for this service.

Their challenge now is that the reductions represent a decision by the Council to breach its responsibilities in respect of implementing the Short Break Duty Regulations.

<http://www.legislation.gov.uk/ukxi/2011/707/made>

During October 2015 parents will be aware of savings having to be made without any detail through 5 network meetings that are taking place across the County. Staff attending the meetings will have the following brief that has been shared in advance with pinpoint:

We are exploring all options and if we can make savings whilst maintaining the level of support to families then we will, but it is becoming increasingly difficult to do so given the scale of savings required.

If parents and pinpoint can see areas where savings could/should be made then we'd really welcome their views as they will have views on which aspects of service they particularly value and which are perhaps considered to be less essential.

What will the impact be?

Tick to indicate if the impact on each of the following protected characteristics is positive, neutral or negative.

Impact	Positive	Neutral	Negative
Age		X	
Disability			X
Gender reassignment		X	
Marriage and civil partnership		X	
Pregnancy and maternity		X	
Race		X	

Impact	Positive	Neutral	Negative
Religion or belief		X	
Sex		X	
Sexual orientation		X	
The following additional characteristics can be significant in areas of Cambridgeshire.			
Rural isolation			X
Deprivation		X	

For each of the above characteristics where there is a positive, negative and / or neutral impact, please provide details, including evidence for this view. Describe the actions that will be taken to mitigate any negative impacts and how the actions are to be recorded and monitored. Describe any issues that may need to be addressed or opportunities that may arise.

Positive Impact

Budget reductions in 2013/14, 2014/15 and 2015/16 have been successfully achieved through the flexible support arrangements that have been developed and implemented for disabled children and young people in Cambridgeshire.

The funding reduction for 2016/17 will build upon this work.

Negative Impact

There is a continued increase in demand for the number of families of disabled children seeking support from the service. No additional funding has been made available to support demographic growth in respect of this client group. A point will be reached where it is not possible to continue reducing the unit cost of support to counterbalance the increased numbers of children and reducing budget.

It is probable that the reduction will be followed by complaint and legal challenge that the Council is breaching its

legal duties under Government Regulations in respect of the Short Break Duty for Disabled Children.

The reductions are also likely to focus on disabled children receiving the Early Help Short Break Duty Offer. This is a group identified in the draft CFA Commissioning Strategy as a 'preventative' group that should be prioritised for support to avoid further escalation of need.

The reductions in community based support for disabled children will also make it more likely that needs will escalate and a proportion of those children affected will go on to need more expensive provision.

Neutral Impact

Issues or Opportunities that may need to be addressed

The service provides statutory social care and short break services and has published access and eligibility criteria. With the implementation of the Children and Families Act 2014 in September 2014 and the greater requirement to facilitate access to support for children and young people with SEND the demand for support is likely to increase.

The year on year reductions to the service makes it increasingly difficult to respond to this challenge.

Community Cohesion

If it is relevant to your area you should also consider the impact on community cohesion.

The Children's Disability Service supports approximately 1,000 disabled children and young people in Cambridgeshire at any one time. The emphasis of support in recent years has enhanced the level of community presence and community engagement for disabled children and young people. Many of these disabled children and young people would not share the community experience of their disabled peers without the support that is provided by the Children's Disability Social Care Service.

COMMUNITY IMPACT ASSESSMENT

Directorate / Service Area		Officer undertaking the assessment
Children, Families and Adults Services		Name: Sarah-Jane Smedmor
Service / Document / Function being assessed		Job Title: Head of Service Safeguarding and Standards
Safeguarding and Standards Children Social Care		Contact details: 01223 699920
Date completed: 19/10/15		
Business Plan Proposal Number (if relevant)	6.307	
Aims and Objectives of Service / Document / Function		
To provide statutory Social Care Services to review, scrutinise and challenge the plans for vulnerable children and Looked After Children.		
What is changing?		
Where relevant, consider including: how the service/document/function will be implemented; what factors could contribute to or detract from this; how many people with protected characteristics are potentially impacted upon; who the main stakeholders are; and, details of any previous or planned consultation/engagement to inform the CIA.		
<p>Between July 2014 and July 2015 the Safeguarding and Standards Unit convened 840 child protection conferences across Cambridgeshire. This is on average 70 meetings a month but has peaked at 82 meetings. These conferences need to accommodate parents and sometimes children and up to twenty multi agency professionals. The purpose of the meeting is to consider if a child is at risk of or likely to be at risk of significant harm in the care of their parents or immediate care provider.</p> <p>As there is currently no priority booking for child protection conferences within County Council offices, conferences have been booked in multiple non council venues across the County. These venues have not always provided the required levels of space and confidentiality for children and their families and professionals for these highly sensitive meetings. Being located away from County Council Offices can also leave staff vulnerable as these meetings are often fraught as they are anxiety provoking for parents.</p> <p>There are two sets of costs implicit in the current arrangement- that of venue hire £25,000 per annum and travel time for child protection conference chairs and minute takers- £54,350 per annum, in total nearly £80,000 per annum.</p> <p>Senior Management Team have agreed in principle for all child protection conferences, where possible, to be held in the main County Council Offices. This will ensure a safe and confidential meeting for families and professionals and significantly reduce the cost implications, as venue hire and travel and mileage time will significantly decrease. This would result in significant savings of nearly 50% of the allocated budget, £40,000 per annum.</p>		
Who is involved in this impact assessment?		
e.g. Council officers, partners, service users and community representatives.		
<p>This impact assessment has been led by officers. Children and their families who attend child protection conferences have offered feedback and chairs of child protection conferences and minute takers have been consulted.</p> <p>Cambridgeshire County Council Senior Management Team agreed the proposal on 12th October 2015.</p>		

What will the impact be?

Tick to indicate if the expected impact on each of the following protected characteristics is positive, neutral or negative.

Impact	Positive	Neutral	Negative
Age		X	
Disability		X	
Gender reassignment		X	
Marriage and civil partnership		X	
Pregnancy and maternity		X	
Race		x	

Impact	Positive	Neutral	Negative
Religion or belief		X	
Sex		X	
Sexual orientation		X	
The following additional characteristics can be significant in areas of Cambridgeshire.			
Rural isolation	X		
Deprivation	X		

For each of the above characteristics where there is a positive, negative and / or neutral impact, please provide details, including evidence for this view. Consider whether the impact could be disproportionate on any particular protected characteristic. Describe the actions that will be taken to mitigate any negative impacts and how the actions are to be recorded and monitored. Describe any issues that may need to be addressed or opportunities that may arise.

Positive Impact

Child protection conferences will be held in safe and secure environment, which will be beneficial for staff as they are based in these venues, cutting their travel time and mileage costs. Venues will meet the needs of the children and families as their confidentiality will be safeguarded and the meeting rooms will be spacious enough for a large conference.

This model will generate saving of £40,000 per annum.

Negative Impact

There are no identified negative impacts.

Neutral Impact

Continuous feedback is sought from children and young people and their families as to how the child protection conference process can be improved.

Issues or Opportunities that may need to be addressed

Community Cohesion

If it is relevant to your area you should also consider the impact on community cohesion.

There are on average 350 children and young people in Cambridgeshire subject of a child protection plan at any one time. The emphasis must be on these children being offered the safeguards they should expect, as with their peers in the community.

COMMUNITY IMPACT ASSESSMENT

Directorate / Service Area		Officer undertaking the assessment
CFA, Strategy & Commissioning		<p>Name: Chris Rundell, Rebecca Hudson, Judith Davies, Dee Revens</p> <p>Job Title: Head of Information Management Systems Service, Head of Strategy for Children, Families and Adults Services, Head of Commissioning Enhanced Services, Executive Officer (CFA)</p> <p>Contact details: 01223 699010</p>
Service / Document / Function being assessed		
Information Management Systems functions, Strategy functions, Commissioning and Procuring functions for Children, Families and Adults Services, SEND cross-directorate savings and Business Support.		
Business Plan Proposal Number (if relevant)	6.401, 6.402, 6.404 6.701, 6.702, 6.703, 6.704, 6.705 (6.618, 6.504)	
Aims and Objectives of Service / Document / Function		
<p>The Information Management Systems Function, Strategy function and Procurement and Commissioning functions support all teams within the children, families and adults directorate.</p> <p>Commissioning Enhanced Services deliver : Assessment, allocation , placement , advice , guidance , training , case management, review and monitoring of provision/contracts children and young people , and adults with LD, who are vulnerable and /or have complex needs</p>		
What is changing?		
<p>Information Management Systems Service - The Business Plan proposes a reduction of £100,000 in the budget of £124,315 for IT Systems development.</p> <p>Strategy Service – The Business Plan proposes a reduction of £126,000 in the budget for the Strategy Service. In 2016/17 this saving will be achieved through and a reduced staffing levels in the Strategy Team and through a restructure of the Information Team, including the Welfare Benefits Advice Team. It will also be achieved through a reduction in funding for Child Poverty.</p> <p>The Business Plan proposes £40k reduction in the budget for Commissioning Enhanced Services - significant reduction in budget will decrease the capacity of the teams to deliver statutory duties and activity detailed above. Monitoring and review will be reduced to emergency/safeguarding issues only and support for other CFAS commissioning will need to cease</p> <p>The Business Plan also proposes savings are realised through bringing together the strategic functions across CFA - £150k, procurement and commissioning functions - £200k, information function - £150k and cross directorate savings to SEND services £250k.</p> <p>Business Support – it is proposed to review business support functions across CFA to standardise systems and processes to build greater flexibility across this workforce - £300k. In addition Business Support savings are proposed in Learning -£30k and Enhanced and Preventative Services -£50k.</p>		

Who is involved in this impact assessment?

e.g. Council officers, partners, service users and community representatives.

Council Officers

The following will be involved in discussing proposed savings

Service Users including children and young people with disabilities and their families, LAC

Parents/Carers

Schools and Governing Bodies

Other SEND Services, Pin point and other parent groups,

Partners i.e. health, districts, providers, Localities, CSC units, LDP, Speaking Out ,Corporate Parenting Board

What will the impact be?

Tick to indicate if the impact on each of the following protected characteristics is positive, neutral or negative.

Impact	Positive	Neutral	Negative
Age			X
Disability			X
Gender reassignment		X	
Marriage and civil partnership		X	
Pregnancy and maternity		X	
Race		X	

Impact	Positive	Neutral	Negative
Religion or belief		X	
Sex		X	
Sexual orientation		X	
The following additional characteristics can be significant in areas of Cambridgeshire.			
Rural isolation		X	
Deprivation			X

For each of the above characteristics where there is a positive, negative and / or neutral impact, please provide details, including evidence for this view. Describe the actions that will be taken to mitigate any negative impacts and how the actions are to be recorded and monitored. Describe any issues that may need to be addressed or opportunities that may arise.

Positive Impact

The bringing together of similar functions across CFA is likely to have a positive impact through closer working arrangements and single direction of work.

Negative Impact

The Child Poverty Working Group will continue to drive forward the actions within the Strategy and to work together, aligning resource to improve outcomes for children and families living in poverty.

SEND Cross Directorate savings will have a negative impact on the quantity of free after school time available to children with disabilities at a special school. The proposal is to reduce the Council funded hours from 4 days to 3 days.

Business Support – No direct impact on communities, but the proposals will see support mechanisms change in line with CFA business and with a more centralised approach to business support.

Neutral Impact

Information Management Systems Service - There is no foreseeable impact within the timescale of the change. There is a project to identify Information Management System requirements which will seek separate funding depending on the solutions identified.

Strategy Service – The proposed reductions to staffing levels in the Service will not impact on communities but may have impact on transformational change in CFA and thus impact delivery of changed services and provision to service users.

SEND Cross-directorate savings are being made due to the successful delivery of SEND reforms and therefore a reduced need for the SEND Reform Grant that offers financial support for these changes. In addition SEND teams are including income targets in their work by selling services to FE Colleges, schools and other authorities.

Issues or Opportunities that may need to be addressed

Information Management Systems function - If there are new requirements for reporting or service delivery affecting people with the defined characteristics which emerge in the course of the year, and which require system development, this reduction may affect our ability to respond.

Commissioning Enhanced Services – There will be a review of how teams deliver functions and innovate to reduce administration time and provide as much focus directly on children and young people

Strategy Service – changes and reduction may impact on support for transformational change. Bringing together all strategy roles will help reduce duplicated effort and streamline processes.

Business Support – there will be a review of functions as a whole for business support, but specialisms will still need to be maintained within services were required.

Community Cohesion

If it is relevant to your area you should also consider the impact on community cohesion.

These savings will not directly impact community cohesion

COMMUNITY IMPACT ASSESSMENT

Directorate / Service Area		Officer undertaking the assessment
CFA Learning/0-19 Place Planning & Organisation Strategy & Commissioning /Commissioning Enhanced Services		Name: Hazel Belchamber, Judith Davies Job Title: Head of 0-19 Place Planning & Organisation, Head of Commissioning Enhanced Services Contact details: 01223 699775, 01223 729150
Service / Document / Function being assessed		Date completed: 7 October 2015 Date approved:
Mainstream Home to School/College Transport Policy SEND Transport		
Business Plan Proposal Number (if relevant)	6.403, 6.410 , 6.611	
Aims and Objectives of Service / Document / Function		
<ul style="list-style-type: none"> To ensure that children and young people of statutory school age are able to get to school on time and safely To ensure that the County Council meets its statutory duty to provide free transport for children aged 5-8 living more than two miles from their designated school and for those aged 8-16 living more than three miles from their designated school To ensure young people of secondary school age living in low-income families know about their entitlement to free transport to one of their three nearest qualifying secondary schools, where they live between 2 and 6 miles of that school To ensure young people of secondary school age living in low-income families know about their entitlement to their nearest denominational school where their parents have expressed a preference for such a school based on their religion or belief To provide parents and young people with the opportunity to appeal against a decision not to grant them assistance with transport to school or college To ensure access to further education and learning for students aged 16-19 (s509AB of the Education Act 1996) and to apprenticeships and traineeships including travel to and from the place of learning or work placement <p>In exercising its duties the Council must have regard to the following:</p> <ul style="list-style-type: none"> The needs of the most vulnerable or socially excluded. The needs of young people with learning difficulties and/or disabilities (these must be documented in the Council's transport policy statement in accordance with s509AB of the Education Act 1996) Those vulnerable to becoming NEET (Not in Education, Employment or Training). Young parents – Care to Learn Those in particularly rural areas <p>In addition, under the Public Sector Equality Duty (PSED) contained in s149(1) of the Equality Act 2010 the Council must ensure that it has demonstrated due regard to the following:</p> <ul style="list-style-type: none"> The need to eliminate unlawful discrimination, harassment, victimisation and any conduct prohibited in the Act. The need to advance equality of opportunity between persons who share a relevant protected characteristic and those who do not. The need to foster good relations between persons who share a protected characteristic and those who do not. 		

SEND Transport - The Local Authority must adhere to the legislation requiring the Local Authority to make suitable arrangements to transport children and young people with EHC Plans and Statements to Local Authority identified schools and colleges. However, there is also a requirement within the Business Plan to achieve a savings target of £399K.

What is changing?

Where relevant, consider including: how the service/document/function will be implemented; what factors could contribute to or detract from this; how many people with protected characteristics are potentially impacted upon; who the main stakeholders are; and, details of any previous or planned consultation/engagement to inform the CIA.

It is proposed to cease to provide financial support to any new student over the age of 16 (the statutory school leaving age), including those living in low income households, but not those with special educational needs and/or disabilities who qualify for assistance under the Council's policy, beginning a course of study effective from 1 September 2016.

Unlike the duty to provide free transport for those children aged 5-16 who meet eligibility criteria, the Council, is not required under s509AA of the Education Act 1996 to provide free transport to students once they reach age 16 and are no longer, therefore, of statutory school age. However, it must exercise its power to provide transport or financial support reasonably, taking into account all relevant factors.

A wide-ranging consultation process will need to be undertaken to ensure that all those who would be affected by the proposed change have the opportunity to express their views. In particular, the Council will need to ensure that views are sought and taken into account from those young people living in low income households (identified through entitlement to free school meals and pupil premium) and by schools or through the Council's RONI as being vulnerable to becoming NEET, are made aware of the proposed changes.

SEND Transport - A number of changes are being proposed to achieve savings of £399K

- The LA will consult on ending free post 16 SEN transport for those on low income and introduce a contribution to travel costs. This will be at a lower rate than that for other post 16 SEND students and will deliver savings. This will mean that all students' post 16 who are eligible for SEN transport will make a contribution to the cost of the transport the LA arranges on their behalf.
- The LA will seek savings through the introduction of personal budgets (PB) to replace mileage payments but extend the take up across a wider cohort with a target of take up of 15 % (of single occupancy taxis) in the first year and then 5% in subsequent years for 5 years. The aim of the PB will be to introduce a flexible scheme that ensures that parents and young people are incentivised to make more cost effective arrangements
- 300 current SEN routes will be retendered over 2015/16 with the aim that new contractors are encouraged into the market and deliver better value for money but provide the level of quality and safety required by the LA.

Who is involved in this impact assessment?

e.g. Council officers, partners, service users and community representatives.

Council officers, Local Members, parents/carers and students who would be affected (those currently in Year 11 and below) transport operators and post-16 providers, some of whom organise and manage their own transport contracts.

Children and young people with disabilities and their families, Schools, Other SEND Services, Pin point, Partners i.e. health

What will the impact be?

Tick to indicate if the expected impact on each of the following protected characteristics is positive, neutral or negative.

Impact	Positive	Neutral	Negative
Age			x
Disability			x
Gender reassignment		x	
Marriage and civil partnership		x	
Pregnancy and maternity		x	
Race		x	

Impact	Positive	Neutral	Negative
Religion or belief		x	
Sex		x	
Sexual orientation		x	
The following additional characteristics can be significant in areas of Cambridgeshire.			
Rural isolation			x
Deprivation			x

For each of the above characteristics where there is a positive, negative and / or neutral impact, please provide details, including evidence for this view. Consider whether the impact could be disproportionate on any particular protected characteristic. Describe the actions that will be taken to mitigate any negative impacts and how the actions are to be recorded and monitored. Describe any issues that may need to be addressed or opportunities that may arise.

Positive Impact

- The changes may prompt more independent travel and improve better outcomes for young people.
- PBs may appeal to some parents to have a lump sum to transport children themselves.
- A benefit of PBs could be that parents feel more involved in their child's learning and school life when they bring their child to the school
- Parents from other LAs operating PBs report that transporting their own children to school has led to meetings with other parents that have children with similar needs and this has led to opportunities for peer support and socialising
- Children may be supported to develop independent travel skills which prepare them for life outside school and adulthood if parents choose to take them to school by methods such as public transport or cycling
- Community resilience may be encouraged in situations where parents cooperate and pool their children's PBs e.g. Cooperation with a local community transport or community car scheme.
- Parents and young people are empowered to make decisions about their child through increased choice

Negative Impact

This change of policy would affect all new post-16 students except those with special educational needs and/or disabilities who meet the Council's eligibility criteria for assistance. In addition, in cases where a young person has reached the age of 16 before they start Year 11 (the final year of statutory education), for example as a result of time lost due to illness, or where a decision was made earlier in their education to delay their transfer from one year group to the next, free transport will continue to be provided to enable them to complete their statutory education provided they meet the eligibility criteria for transport.

As the Council was providing free transport for post-16 students living in low income families* up until September 2015, a decision to withdraw all financial support only a year later could be expected to have the greatest affect on these most vulnerable students. It could prove to be a significant disincentive to them taking a decision to continue their education and learning once they are no longer of statutory school age, leading to a potential increase in the number Not in Employment of Education (NEET). This could be compounded by the Business Plan proposal to reduce funding for schools' support for Key Stage 4 pupils at risk of not participating in post-16 provision.

In mitigation, the change would only affect new students, not those who have already commenced a course of

study. In addition, the most vulnerable students (those in care, care leavers and those who qualify for income support in their own right) are eligible for a post-16 bursary of £1,200 a year. Discretionary bursaries for those facing genuine financial barriers including with the cost of transport can expect to receive around £800 per year. Such bursaries are administered by schools and colleges directly, and they can be used to pay for transport costs.

The change could have a disproportionate impact on students living in rural areas of the county which are less well served by public/commercial bus services and routes. This could be compounded by Business Plan proposals being developed by the Environment and Economy Directorate to reduce financial support for contracted bus services.

It could also have a disproportionate impact on students living in low income households in rural areas who also have a diagnosed long-term medical condition which prevents them walking to their nearest designated pick up/drop off point for transport or to their nearest appropriate centre.

This change in policy would also affect post-16 providers. It could reduce the number of young people taking the decision to continue to study full-time on completion of their statutory schooling. This could lead providers to reduce the number and type of courses on offer and adversely affect the financial and educational viability of some of them, particularly school sixth forms.

There would also be a negative impact on those post-16 providers who organise and manage their own transport contractors who receive reimbursement from the Council for those students using their transport who qualify for assistance under the Council's policy. The Council could face claims for compensation for lost revenue.

*Defined as those who qualify for Income Support, Income-based Jobseeker's Allowance, Income Related Employment and Support Allowance, Support under Part VI of the Immigration & Asylum Act 1999, Guarantee element of State Pension Credit or holds the NHS Tax Credit Exemption Certificate.

SEND Transport - Some low income families may find that they are unable to afford to pay termly fees in one off payment for post-16 transport. To mitigate this officers will explore flexible payments e.g. monthly.

Officers will ensure that they have details of all the bursaries available from post 16 colleges / schools to help with travel costs. This information will be published in the local Offer.

There needs to be close monitoring of attendance to be sure that changes are not leading to more young people being NEET or an increase in non-attendance at post 16 settings.

Neutral Impact

There is no foreseeable impact

Issues or Opportunities that may need to be addressed

The Department for Education has confirmed that post-16 transport legislation gives local authorities the discretion to determine what transport and financial support is necessary to facilitate young people's access to education or training and apprenticeships and traineeships. Those arrangements do not have to include free or subsidised transport but they must be reasonable, and take all relevant factors into account - because the availability and cost of transport can have an impact on whether young people continue to participate post-16 learning.

Should the Council adopt a policy that it would no longer provide any form of financial assistance for post-16 students there would no longer be a need to offer a right of appeal and for those appeals to be heard by a member service appeal panel as the panel would have no longer have a mandate from full Council to consider the individual circumstances of a case and, where they felt appropriate, agree transport support.

However, it would be both necessary and appropriate to regularly review and assess the impact of such a change in policy to determine whether the number of young people who are NEET is increasing as a result.

Such a change would also be expected to reduce operational demands on both the 0-19 Planning & Organisation Service within Children's, Families and Adults and on the Social Education Transport Team (SETT) within Passenger Transport as staff currently have to assess and determine eligibility for assistance based on the criterion of students attending their nearest appropriate centre. Officers also have to respond to requests for appeals, prepare for and present cases at appeal hearings.

SEND Transport - There is a possibility of the inappropriate use by families of a Personal Budget and therefore there needs to be close monitoring of the use of the budget. There needs to be sufficient interest in PBs to ensure savings are realised. Therefore good communication and marketing of the scheme needs to be in place. The LA will coproduce the scheme with parents and young people

Explore within the EHCP meeting the opportunity for a Personal Budget.

Community Cohesion

If it is relevant to your area you should also consider the impact on community cohesion.

There is no impact upon community cohesion

COMMUNITY IMPACT ASSESSMENT

Directorate / Service Area	Officer undertaking the assessment
Children, Families and Adults Services	Name: Judith Davies
Service / Document / Function being assessed	Job Title: Head of Commissioning Enhanced Services
Keeping Families Together: The Placements Strategy for Looked After Children (LAC) <p>The Placements Strategy provides the strategic framework for planned changes and activity across Children's Services relating to our arrangements for children looked after. The scope covers a large number of individual work streams and projects, some of which already have their own impact assessments and some which may require a specific assessment as plans are refined.</p> <p>Business Plan Proposal Number 6.406, 6.407</p>	Contact details: 01223 729150
Approved 22/10/15	
Aims and Objectives of Service / Document / Function	
<p>The scope of the strategy covers the following outcomes:</p> <ol style="list-style-type: none"> Families are supported to stay together Risk is managed confidently and support is provided for families at the edge of care Children remain in education Placements for children are in county and with a family Children are moved through the care system quickly 	
What is changing?	
<p>This strategy is about supporting families to stay together to reduce the number of children becoming looked after in Cambridgeshire over the next 5 years, on minimising the time children spend in care and therefore reduce the expenditure on care arrangements for children and young people. As corporate parents our first duty is to prevent children from being harmed. We retain our commitment to providing children who do become looked after with care arrangements and placements which fully meet their needs.</p> <p>The decreasing availability of resources means we must reduce both numbers of children in care and the expenditure on the support we provide. This strategy is part of the long term strategic business planning work being undertaken across all areas of the County Council to ensure our finances are sustainable and requires a fundamental shift in meeting the needs of children and families at risk.</p> <p>The overarching vision for services in 2020 is that "children, families and adults in Cambridgeshire live independently and safely within strong and inclusive networks of support. Where people need our most specialist and intensive services, we will support them."</p> <p>For children at risk of harm the network of support will include schools, emergency services, health partners, community groups and families working together to make plans that keep children safe and independent.</p> <p>Within the context of this overarching framework for CFA, this Strategy sets out in detail how we will support families to stay together in the interests of children and how we will provide care most cost-effectively where children cannot live safely with their families.</p>	

Proposed budget and savings targets

Total budget requirement in 16/17 will reduce by £2,774,402

The 15/16 forecast outturn is:

	2015/16		2016/17	
	Number of service users	Total budget requirement	Number of service users	Total budget requirement
Residential - disability	3	319,035	3	307,316
Residential schools	9	860,382	8	833,383
Residential homes	27	3,953,810	25	3,740,570
Independent fostering	244	9,801,239	166	6,704,372
Supported Accommodation	20	1,022,893	19	991,269
16+	7	155,906	6	151,086
In house fostering	111	1,076,662	175	1,701,488
Kinship	32	347,723	31	336,972
In house residential	14	1,587,888	16	1,587,888
Concurrent adoption	6	103,769	5	100,561
TOTAL	472	19,229,308	455	16,454,906

A LAC population of 535 by the end of 15/16 will need to be achieved. A further reduction to 516 on average for 16/17 is needed. LAC rate at October 2015 is 573.

FY	0-18 Population	LAC Population	LAC Rate	Placements	Previous prediction
2015/16	140,900	535	38.0	472	554
2016/17	143,300	516	36.0	455	578
2017/18	145,900	487	33.4	430	604
2018/19	148,800	482	32.4	426	630
2019/20	151,700	464	30.6	410	658
2020/21	154,700	453	29.3	400	687

By 2021 a target LAC population of 453 is expected. This is an overall a reduction of 15.32%

Who is involved in this impact assessment?

e.g. Council officers, partners, service users and community representatives.

When the project was first established, the following groups were involved in analysing the impact on the community:

Council Officers:

- LAC Commissioning Board – includes project leads for each activity of the programme.
- Children, Families and Adults Management Team (CFA MT)- strategic oversight of the project

Service Users:

- Young People

Service Providers:

- Voluntary and Community Sector Organisations
- Schools
- Carers
- Providers

Other Stakeholders:

- Members

This update was written by the Project Manager managing the strategy, and approved by the Head of Commissioning Enhanced Services in Children, Families and Adults.

WHAT WILL THE IMPACT BE?

Tick to indicate if the impact on each of the following protected characteristics is positive, neutral or negative.

Impact	Positive	Neutral	Negative
Age			x
Disability			x
Gender reassignment		x	
Marriage and civil partnership		x	
Pregnancy and maternity		x	
Race		x	

Impact	Positive	Neutral	Negative
Religion or belief		x	
Sex		x	
Sexual orientation		x	
The following additional characteristics can be significant in areas of Cambridgeshire.			
Rural isolation		x	
Deprivation		x	

For each of the above characteristics where there is a positive or negative impact please provide details, including evidence for this view. Describe the actions that will be taken to mitigate any negative impacts and how the actions are to be recorded and monitored.

Positive Impact

The strategy's purpose is to improve the lives of children, either through supporting them to stay with their families or in cases where this isn't possible by ensuring all children have positive experiences in care.

Disability: The intention is that the new strategy will include the development of new in-county provision for children with both physical and learning disabilities. This will have a positive impact by reducing the need to find placements for such children a long way from their families and communities.

Neutral Impact

There will not be a significant or specific impact on these characteristics as a result of the strategy.

Negative Impact

The LA will be managing higher levels of risk with children expected to remain in dysfunctional homes for longer periods of time with exposure to greater risk than previously considered acceptable. Our workforce will need to develop to better manage these risks and become more resilient.

Greater reliance will be placed on early help services, to harness community and extended family resources and on specialist services offering targeted intervention in order to enable children to remain in their homes. This will place considerable strain on the system requiring us to offer help to only the most vulnerable.

The expectation will be that children with disabilities remain at home and in local schools and this may result in family breakdown. We will need to ensure we enhance our support offer to these families to reduce the risk of this happening.

More 16+ young people will be expected to remain within their families with the possibility of more NEET and sofa surfing. Specialist services will need to ensure that extended family and community solutions are brokered to mitigate this

Issues or Opportunities that may need to be addressed

Groups affected:

1. Children & Young People between ages of 0 and 19, in particular:

- LAC
- Children in need or with a child protection plan
- Vulnerable children with additional needs which mean they are at an increased risk of coming into care
- Children with disabilities
- Children at risk of exclusion from school
- Children between the ages of 16 and 18 presenting to Social Care as homeless
- Care leavers
- Relinquished babies

2. Parents and Families in need

3. Staff across Children, Families and Adult Services, in particular those working in the following areas:

- Children's Social Care (especially the Looked After Children's Service)
- Enhanced & Preventative Services (especially those involved in parent and family support)
- Access to Resources Team

4. Existing service providers – particularly IFA's will home significantly fewer children as a result of the revised targets for fostering placements, requiring 70% of all placements to be made through the in-house fostering service.

- There will need to be fewer children in care
- More children in care will be placed in Cambridgeshire rather than out of county or at a distance from their community and this may not deliver the provision that best meets their needs
- A greater proportion of children in care will need to have placements with in-house services rather than with private providers and these may not offer stability or be forthcoming
- LAC will be given clearly planned journeys through care with no drift in care planning and fewer changes of placement.
- Children leaving care will need to be able to live more independently and will need the skills to allow them to cope when they reach adulthood.
- The Council will need children coming into care to be planned and not through emergencies which are expensive and often out of authority
- We need fewer vulnerable children excluded from school and this needs services to monitor that may be facing significant reductions.
- Without greater early support children and families identified as at risk will still need access to care
- Disengagement and disaffection amongst vulnerable children and young people will be a challenge in school and the Council will have to rely on excellent teaching and learning and an engaging curriculum.

Key impacts on Parents and Families are

- Clear pathway and working practices for parents/carers with mental health difficulties.
- Where there is substance misuse support by parents assessments of need will include contingency planning for when parents are struggling. We will establish clear links between CSC and DAAT including the sharing of information.
- There will be a more coherent range of support for parents including a clearly defined mix of generic support and more specialist programmes.
- The emphasis will be on building capacity and 'upskilling' parents so they can help themselves rather than relying on professionals to provide direct support.
- Expectations that the extended family will be the preferable solution to dependence on services or children coming into care.
- Enhanced family support offer to families with children who have disabilities including ensuring that we are using extended family to provide on-going support.
- Sexual health advice and contraception to the right women and families at the right time will support our strategy to reduce the number of children becoming looked after.

Key impacts on Council Officers are

- Children and Young People's Services residential home workers will be required to support children and young people with greater levels of need (e.g. challenging or sexualised behaviour) in future.
- Social Workers will need to manage greater levels of assessed risk.
- The work of preventative services will be more targeted and will involve meeting higher levels of need and more complex and difficult situations than previously.
- Workforce will need to further develop skills to promote parenting capacity, to understand assessments and plans and actions required.

Key impacts on external providers are

- There will be a decrease in the use of external providers with the expansion in numbers of in house foster carers. This will have an impact on their workforce and probably lead to a reduction in activity and jobs

Evidence

The strategy and anticipated impacts outlined above have been developed based on the following evidence;

- Data and needs analysis of the current cohort of LAC.
- Reviews of key services and processes for LAC – Fostering & Adoption, High Cost Residential Placements, S.20 panel.
- Internal consultation with Extended Children's Leadership Group.
- Input from Members.
- Development of funding and savings model based on analysis of current and proposed areas of spend.
- Research into national best practice and that of neighbouring local authorities.

Plans to mitigate impact

An action plan has been developed to support the development of the activity and support needed if the aims of the strategy are to be realized.

Review

Service Director: Strategy and Commissioning, Children, Families and Adults
Head of Commissioning Enhanced Services, Children, Families and Adults
Annually as required

Community Cohesion

If it is relevant to your area you should also consider the impact on community cohesion.

This strategy requires community groups to develop a vision of a shared with a role for volunteers and community figures in supporting families

COMMUNITY IMPACT ASSESSMENT

Directorate / Service Area		Officer undertaking the assessment	
Enhanced & Preventative Services, Family Work (Early Help)		Jo Sollars	
		Name:	
Service / Document / Function being assessed		Head of Family Work (Early Help)	
		Job Title:	
Cambridgeshire Children's Centres services		01353 612836/07785 337400	
		Jo.sollars@cambridgeshire.gov.uk	
Business Plan Proposal Number (if relevant)		Contact details:	
		13 th October 2015	
6.503		Date completed:	
		Date approved: 22/10/15.....	
Aims and Objectives of Service / Document / Function			
<p>The Local Authority is required to make provision for Children's Centres by means of a requirement set out in the Childcare Act 2006. Children's Centres provide services, with health and other statutory partners, for families with children under 5.</p> <p>The core purpose of CCs is to improve outcomes for young children and their families, with a particular focus on the most disadvantaged and those who find it hardest to access universal services, so children are equipped for life and ready for school, no matter what their background or family circumstances. CCs offer the chance for families to have fun, play, learn and grow together. Parents and carers, and parents-to-be can find information, support and access to services.</p> <p>Services are made available very locally to families, at Children's Centres, clinics, pre-school settings, community facilities including libraries, etc. Services are both universal – available to all – and targeted – specifically made available to families seeking additional support, frequently through 1:1 family work following a CAF Assessment. Targeted services include evidence based parenting programmes or specialist activity groups – e.g. for those with anxiety of confidence difficulties, those with children with language and communication delay.</p> <p>Over 70% of families with young children are registered with Children's Centres in Cambridgeshire, receiving support from a centre, a health provider or a pre-school provider.</p> <p>Funding is distributed to Children's Centres according to a formula based on the total number of children under 5 in the immediate area of the Centre, and the relative deprivation of that area based on the IDACI index.</p>			
What is changing?			
<p>Where relevant, consider including: how the service/document/function will be implemented; what factors could contribute to or detract from this; how many people with protected characteristics are potentially impacted upon; who the main stakeholders are; and, details of any previous or planned consultation/engagement to inform the CIA.</p>			
<p>Children's Centres - (6.503); A reduction of £250,000 will be made through the funding formula allocation for all Children's Centres, which will be an effective reduction to each of the budgets for centres reducing their allocation by 5% - a net amount ranging between £480 and £29,000 depending on the location of the centre and scale of budget.</p> <p>Children's Centres were reconfigured during 2013-14 in an earlier business planning period. Centres are grouped for delivery purposes and have made an effective adaptation to their service delivery in the intervening time. Management arrangements have been reduced and streamlined, and the work of Centres is now more targeted as planned in that reconfiguration. During this period the role of the Children's Centre Worker has evolved to be fully effective working alongside Family Workers creating an effective early intervention workforce for families encouraging a greater degree of self-help, access to other groups, activities and information for families; there is greater collaboration with volunteers participating in service delivery, and families are encouraged to be as self-sustaining as possible at lower levels of need. The changes brought about by the reconfiguration have been absorbed and resulted in improvements and the work of Children's Centres is very well understood with robust performance monitoring measures in place, and outcomes reported to E&P Performance Board.</p>			

A further reduction will affect all Children's Centres. It is hoped that a proportion be taken up through non-renewal of fixed-term staff contracts, and where feasible vacancies will not be filled. It is anticipated that this saving will affect Centres' non-staff budgets, their ability to invest in resources and/or or small scale local commissioning undertaken by Centres.

There is a potential modest impact on all service users where some universal activities may be further reduced. It is hoped this can be mitigated by ongoing development of partnership working with Health Visitors, further development of joint working with libraries, an extended development of apprenticeship and volunteer opportunities.

The proposed changes will be consulted on informally with Children's Centre staff and Centre users.

Who is involved in this impact assessment?

e.g. Council officers, partners, service users and community representatives.

Council officers in CFA and staff across the 32 CCs managed by the County Council.

The providers and the staff of the 8 CCs managed by other agencies; schools, nurseries and voluntary organisations.

Partner organisations providing services through CCs.

Council officers in other parts of CCC working in collaboration with CCs

Families and children accessing services through CCs.

Advisory Boards and Parent Forums set up to support CCs.

What will the impact be?

Tick to indicate if the expected impact on each of the following protected characteristics is positive, neutral or negative.

Impact	Positive	Neutral	Negative
Age		X	
Disability		X	
Gender reassignment		X	
Marriage and civil partnership		X	
Pregnancy and maternity			X
Race		x	

Impact	Positive	Neutral	Negative
Religion or belief		X	
Sex		X	
Sexual orientation		X	
The following additional characteristics can be significant in areas of Cambridgeshire.			
Rural isolation			X
Deprivation			X

For each of the above characteristics where there is a positive, negative and / or neutral impact, please provide details, including evidence for this view. Consider whether the impact could be disproportionate on any particular protected characteristic. Describe the actions that will be taken to mitigate any negative impacts and how the actions are to be recorded and monitored. Describe any issues that may need to be addressed or opportunities that may arise.

Positive Impact

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Negative Impact

It is possible that a further reduction in opening hours may take place in Children's Centres in rural areas where there is less overall deprivation. This could lead to rural isolation for some CC service users. However, an overall objective continues to be to provide more targeted services for families in greatest need.

Neutral Impact

There will be a neutral impact across the wider community.

Issues or Opportunities that may need to be addressed

The reduction in budget may impact on the most generic/earliest help service delivery from CCs, and reduce the number of opportunities for delivering earlier, preventative, supportive work with families.

Opportunities which need addressing are:

- Further developing income generation by CCs and the technical processes for generating income. This has been set up, and requires further development.
- Consider how to ensure opportunities for integrated service delivery with partners are effectively developed and in a timely way to minimise gaps and risk
- Further build the volunteer work force in CCs

Community Cohesion

If it is relevant to your area you should also consider the impact on community cohesion.

CC services work to promote community cohesion for all families with young children; there is potential for improved community cohesion into the longer term.

COMMUNITY IMPACT ASSESSMENT

Directorate / Service Area		Officer undertaking the assessment
Enhanced and Preventative Services Youth Support		Name: Tom Jefford.....
Service / Document / Function being assessed		Job Title: Head of Youth Support
Early Help		Contact details: Tom.jefford@cambridgeshire.gov.uk .
Date completed: 16/10/15		Date approved: 22/10/15.....
Business Plan Proposal Number (if relevant)	6.506, 6.507, 6.511	
Aims and Objectives of Service / Document / Function		
Employer Services, Information Advice and Guidance, Family Intervention Partnership (FIP), Youth Offending Service, Youth Support, MST and support for Young Carers		
What is changing?		
Where relevant, consider including: how the service/document/function will be implemented; what factors could contribute to or detract from this; how many people with protected characteristics are potentially impacted upon; who the main stakeholders are; and, details of any previous or planned consultation/engagement to inform the CIA.		
<p>The County Council has a statutory responsibility to promote participation in learning post 16 and to support vulnerable young people who are at risk of non- participation including those who are NEET, enabling them to make a positive transition to post 16 learning. The County Council no longer has a responsibility to provide Careers Guidance; this now lies with learning providers. We are intending to retain a core service which is focused on delivering IAG to our most vulnerable young people. In the response to the Early Help consultation published in March 2015 it was stated that the Guidance Adviser and Information Adviser roles would be removed from the new structure and proposed the introduction of the new roles of Senior Participation Worker and Participation Worker effective from April 2016.</p> <p>The reduction in the Central Youth Support Service budget of 60% has been phased in over two years. The support to the Gauntlet Project (motorcycles) has been reduced from £10k to £6k. Support for the sexual health charity Sexuality service has been reduced by £7k and so reducing of core budget support to £15.5K, with expected match funding from public health) Dedicated Outward Bound support for LAC young people is being closed with a £3k saving. All additional or targeted LAC support by the Youth Services will be coordinated by the Locality Teams. £23k will be withdrawn from for backfill for Young People Workers (YPW) attending college/university (currently provide funding to enable localities to backfill 1 day per week where YPW attends college)</p> <p>The current 2015/16 proposal outlined that the whole budget is removed from and funding money is no longer given to the Locality Budgets for Rural Youth Work or Strategy and Commissioning for Small Grants. In respect of Small Grants they will no longer be available in area partnerships and community groups representing 0-19 year olds will be able to apply for funding from the Youth Community Coordinators.</p> <p>In respect of Rural Youth Work this will impact upon the Connections Bus, particularly in the Burwell, Bassingbourn and Benwick wards where the Council funded sessions are run. Huntingdonshire voluntary youth groups will have to apply for and access non LA Funding with assistance from the new Youth and Community Coordinators.</p> <p>A £19k saving is made by the full trading of the Duke of Edinburgh scheme which moves to fully traded model following a period of transition. The full year effect of changes to the online application process and Information Advice and Guidance saves £10k. The full year effect of the reduction in one Youth Service Manager post in Youth Support saves £35k coupled with additional HQ savings from the Youth Support budget.</p> <p>There is an £8k re-investment for the budget for a full time Children and Young People's voice coordinator</p>		

In the response to the Early Help consultation published in March 2015 we stated our intention to review the Employer Services Team and Apprenticeship and Skills Development Manager post and that proposed changes would be subject to formal consultation during 2015 - 2016, with the intention to implement by 1 April 2016. The Employer Services team reduction is part of the savings to be made in year two. Managers will be discussing with the team the implication of these reductions prior to the formal consultation in November 2015. The key outcome of these services is the reduction in those young people who are not in formal education training or employment (NEET). This is an important target for the County and will remain so, therefore options for the retention of part of this service are being considered. Whilst the majority of 16 – 19 year olds remain in learning (including apprenticeships), over 10% of this age group are currently in employment. The team engages with local employers, advertising 200 vacancies each week on the young people's website, Youthoria and liaise with locality staff to raise awareness of developments in the labour market. The vacancy section of Youthoria receives over 250,000 visits each year. The team also provide a brokerage role to employers for young people in our most vulnerable groups. This includes young people who are looked after and care leavers. The employer services team reduction is part of the savings to be made in year 2.

The Youth Offending Service has reallocated staff cover and have used turnover to deliver the required savings of £60k to date. One YOS Officer post has been deleted and the sessional work budget of £25k has been removed. Further staff reductions may require a consultation in order to rework the structure of the staffing and management of the service with an additional £20k reduction. The shift to early preventative work via conditional cautions continues. The active caseload of young people on Court Orders show increasing complexity. The pressure to maintain and manage young people in the community and to reduce remands places a pressure on the service to hold risk dynamically.

The ending of the £58K teenage pregnancy strategy and dedicated commissioning work saves £58k for a Coordinator and an admin post.

The new Young Carer contract was let in October with a start date of December 1st for the new contractor. New statutory assessments are required and so the enhanced service offer is being made with additional investment by CFA. Although the amount of funding is reducing from the original budget the new contract should be unaffected and be delivered as proposed.

The MST Child Abuse and Neglect Service ended on the 30th September as the service was not recommissioned at the end of the pilot funding stage. The cross cover provided by the Supervisor is now no longer required so this has been taken as a saving. The two remaining MST Teams are being considered for spinning out into a community interest company limited by shares, subject to Member approval. A £50k saving against the MST budget has been effected.

The FIP service has been reduced by natural wastage to absorb the £115 k savings required. Agreement has been reached with Together for Families steering group to use project unspent budget from Payments by results over next five years to offset further reductions to frontline staff delivering core services which contribute to the TFF programme. The net effect of this is a removal of £250K in the core council budget. By retaining the full complement of FIP staff (reduced by 115k) and extending their role to work with support schools in developing a Think Family approach especially with pupils at risk of exclusion in primary school.

Who is involved in this impact assessment?

e.g. Council officers, partners, service users and community representatives.

The representative teams have been involved in the discussion of the changes proposed.

What will the impact be?

Tick to indicate if the expected impact on each of the following protected characteristics is positive, neutral or negative.

Impact	Positive	Neutral	Negative
Age			x
Disability		x	
Gender reassignment		x	
Marriage and civil partnership		x	
Pregnancy and maternity		x	
Race		x	

Impact	Positive	Neutral	Negative
Religion or belief		x	
Sex		x	
Sexual orientation		x	
The following additional characteristics can be significant in areas of Cambridgeshire.			
Rural isolation		x	
Deprivation		x	

For each of the above characteristics where there is a positive, negative and / or neutral impact, please provide details, including evidence for this view. Consider whether the impact could be disproportionate on any particular protected characteristic. Describe the actions that will be taken to mitigate any negative impacts and how the actions are to be recorded and monitored. Describe any issues that may need to be addressed or opportunities that may arise.

Positive Impact

The Apprenticeship & Skills Manager has now embedded the Apprenticeship Strategy with partners and in practice. This should be sustainable without this post holder in the future. Sustaining the 2 Adviser post will help us to continue to advertise appropriate vacancies for young people 16-19 years. Currently approximately 10% of this cohort is in employment with training. The Employers Serviced Team advertises 200 vacancies per week on the Youthoria Website. The vacancy section of the website receives 250,000 hits per year and this team provide a vacancy matching service for children looked after and those with a Special Educational Need.

Removal of Rural Youth Work and Small Grants will allow a more strategic overview and allocation of funding through the Youth Community Coordinators (YCC) that will be allocated in respect of need. The YCC posts will also seek to promote the creation of sustainable community partnerships with 3rd sector organisations that can achieve independent funding.

Negative Impact

Changes to the IAG and employer services will mean a less flexible service offer and reduced capacity.

The Youth Offending Service reductions will also reduce capacity although highest risk cases will be prioritised. The reconfiguration of the Youth Support Services budget has removed discretionary funding which supported targeted activity for young people.

The use of Troubled Family Grant to top up core Council services means that the future delivery of those services could be at risk if a full 100% payment by results is not delivered, or the grant comes to an end.

Neutral Impact

The young carer contract sees an expanded offer to this group in line with new statutory duties.

By removing the strategy lead and sustaining 2 Adviser posts we are continuing to promote and advertise apprenticeships to young people, including vulnerable groups, across the county.

Issues or Opportunities that may need to be addressed

Issues

The level of service intervention provided directly by the local authority and other public services will reduce and become targeted to the most in need. There is therefore a risk that we do not meet the challenge of rising need and demand for services and that vulnerable children, young people and families are not provided with the standard and quality of support they need. We will work to ensure the direct offer has greatest impact, is evidenced based and outcome focused.

Changes may impact on our ability to reach the same standards in external measures e.g. HMIP inspections/ NEET (YOS/ Youth Support)

There will be a reduction in our intensive family support provided through the FIP team, which could have an impact on our capacity to deliver against the LAC Strategy

Opportunities

Increased integration and partnership working

Community Cohesion

If it is relevant to your area you should also consider the impact on community cohesion.

There is no immediate direct effect upon community cohesion although the loss of support services may well be felt by communities over time

COMMUNITY IMPACT ASSESSMENT

Directorate / Service Area		Officer undertaking the assessment
Children, Families and Adults Services Enhanced & Preventative Services		Name: Amanda Phillips Job Title: Project Manager Contact details: 01480 373509 Date completed: 14/10/15 Date approved: 21/10/15.....
Service / Document / Function being assessed		
Recommissioning of Early Help – SEND		
Business Plan Proposal Number (if relevant)	6.509	
Aims and Objectives of Service / Document / Function		
<p>Early Help is preventative and early intervention support provided to families which is aimed at stopping problems deepening, avoiding crises and ultimately reducing the demand for specialist and statutory intervention services. The intention is to help families when problems are first emerging, to help them to thrive within their communities and reduce the demand for longer term and intensive support.</p> <p>The key outcomes for Enhanced and Preventative Services:</p> <ul style="list-style-type: none"> Children are ready for and attend school, and make expected progress Young people have the skills, qualifications and opportunities to succeed in the employment market The number of families who need intervention from specialist or higher threshold services is minimised. <p>The key outcomes for SEND Specialist Service:</p> <ul style="list-style-type: none"> Improving the attainment of children and young people with SEND Reducing the need for children placed in an out of county specialist provision Support settings and schools to meet the needs of children and young people in their local community Reduce the requests for Education, Health and Care Plans Increase parental confidence in local provision. Ensure that primary aged children stay in school and are not permanently excluded 		

What is changing?

Where relevant, consider including: how the service/document/function will be implemented; what factors could contribute to or detract from this; how many people with protected characteristics are potentially impacted upon; who the main stakeholders are; and, details of any previous or planned consultation/engagement to inform the CIA.

Part of the review of our Early Help services includes the redesign and rationalisation of SEND Specialist Service and management structure. Integrating Specialist SEND services will ensure a more coordinated response to need, provide a seamless interface with specialist services with excellent pathways between early help and child protection services when needed.

SEND Specialist Services have come together as seven multidisciplinary teams grouped in three areas made up of practitioners from Specialist Teaching, Early Years and Educational Psychologists. The Sensory Support Team has remained a Countywide team, due to the low incidence and high needs of the children and young people they work with. Close links between the Sensory Support Team and the other teams in SEND Specialist Services are maintained through the link teachers from Sensory Support.

Within SEND Specialist Services, the management arrangements have been rationalised with three strategic leadership manager posts to lead on priority areas of SEN across CFA (Autism and Communication; SEN Cognition and Learning; Social, Emotional and Mental Health) and have oversight of the SEND Specialist Service multi-disciplinary teams.

The process to redesign the service continues with the review of roles, functions and staff terms and conditions, this will be subject to further consultation during November 2015 – January 2016.

Opportunities for increasing the incoming generation of SEND Specialist Services through their work with schools, settings and other Local Authorities continue to be sought.

Who is involved in this impact assessment?

e.g. Council officers, partners, service users and community representatives.

Service Director Enhanced and Preventative Services
Head of SEND Specialist Services/Principal Educational Psychologist

What will the impact be?

Tick to indicate if the expected impact on each of the following protected characteristics is positive, neutral or negative.

Impact	Positive	Neutral	Negative
Age		x	
Disability	X		
Gender reassignment		X	
Marriage and civil partnership		X	
Pregnancy and maternity		X	
Race		X	

Impact	Positive	Neutral	Negative
Religion or belief		x	
Sex		x	
Sexual orientation		x	
The following additional characteristics can be significant in areas of Cambridgeshire.			
Rural isolation		x	
Deprivation		x	

For each of the above characteristics where there is a positive, negative and / or neutral impact, please provide details, including evidence for this view. Consider whether the impact could be disproportionate on any particular protected characteristic. Describe the actions that will be taken to mitigate any negative impacts and how the actions are to be recorded and monitored. Describe any issues that may need to be addressed or opportunities that may arise.

Positive Impact

The offer to children and families affected by SEND will be targeted on those who most need it, with a stronger focus on making a difference in the areas of greatest difficulty – Autism, Cognition and Learning and social and emotional health and wellbeing.

The changes will lead to a more focussed approach where there will be a greater degree of specialism offered to families, schools and settings. The new multi-disciplinary teams will have strong links to schools and early help services through the Locality Teams

We will increase focus on and strengthen our arrangements for children and young people with SEND who will be a target user group for Enhanced & Preventative Services. We will integrate our specialist SEND services to ensure a more coordinated response to need. Workers in more generic roles across E&PS will be expected to have a level of understanding and skill in meeting the needs of children, young people and families affected by SEND. They will be supported by specialist services who will also provide direct support where needs are more complex or where a statutory intervention is required.

Negative Impact

There will be a reduction in the number of children and young people we will be able to work with as our services become more targeted.

Neutral Impact

The changes are designed to build on the strengths of the existing services, and focus around using our resources more effectively. Core skills of the service currently will be retained.

Issues or Opportunities that may need to be addressed

There will be further development of the Enhanced/Traded offer from SEND Specialist Services, providing schools and settings with the opportunity to purchase high quality, evidence based training and input from the Service.

Community Cohesion

If it is relevant to your area you should also consider the impact on community cohesion.

Families and community are seen as the foundation of the proposed model for early help. Support will always begin with the family and community as the base on which other support is built were needed. Work is now taking place across the council and with partners to look at how we work together to build community resilience and capacity.

COMMUNITY IMPACT ASSESSMENT

Directorate / Service Area		Officer undertaking the assessment
Enhanced & Preventative Services, Family Work (Early Help)		Name: Jo Sollars Head of Family Work (Early Help)
Service / Document / Function being assessed		Job Title: Head of Family Work (Early Help)
Cambridgeshire Children's Centres services - Speech & Language Therapy - Volunteers in Children's Centres		Contact details: 01353 612836/07785 337400 Jo.sollars@cambridgeshire.gov.uk
Business Plan Proposal Number (if relevant)	6.512 , 6.513	Date completed: 13 th October 2015 Date approved:
Aims and Objectives of Service / Document / Function		
<p>The Local Authority is required to make provision for Children's Centres by means of a requirement set out in the Childcare Act, 2006. Children's Centres provide services, with health and other statutory partners, for families with children under 5. Children's Centres (CCs) provide a place for families with children under five to have fun, play, learn and grow together. Parents, carers and parent-to-be can access information, resources and support in one place.</p> <p>Services are made available very locally to families, at Children's Centres, clinics, pre-school settings, community facilities including libraries, etc. Services are both universal – available to all – and targeted – specifically made available to families seeking additional support, frequently through 1:1 family work following a CAF Assessment. Targeted services include evidence based parenting programmes or specialist activity groups – e.g. for those with anxiety of confidence difficulties, those with children with language and communication delay.</p> <p>Over 70% of families with young children are registered with Children's Centres in Cambridgeshire, receiving support from a centre, a health provider or a pre-school provider.</p> <p>Funding is distributed to Children's Centres according to a formula based on the total number of children under 5 in the immediate area of the Centre, and the relative deprivation of that area based on the IDACI index.</p> <p>Many services in CCs are delivered in partnership with colleagues from Health Visiting and Maternity services. This includes clinics, parenting courses, joint support for families, and targeted activities. A contract to deliver Speech and Language Therapy (SALT) in CCs has provided for very localised and target support to be available for families, supporting them with pre-assessment support for speech and language development issues, targeted drop ins for parents of vulnerable children and training for CC staff.</p>		
What is changing?		
Where relevant, consider including: how the service/document/function will be implemented; what factors could contribute to or detract from this; how many people with protected characteristics are potentially impacted upon; who the main stakeholders are; and, details of any previous or planned consultation/engagement to inform the CIA.		
Speech & Language Therapy (6.512)		
Savings will be achieved by disinvesting from the SALT contract currently providing additional support for targeted families in CCs. This will result in the ending of drop in sessions currently run in CCs, the availability of specific expertise within the wider CC teams,		
Volunteers in Children's Centres (6.513)		
Funding has been made available for Children's Centres (CCs) to further develop ways in which centres recruit and develop volunteers to specifically work alongside staff to support the work of the centre supporting families with young children. CCs work with volunteers across Cambridgeshire to build staffing capacity, to create opportunities for centre users to support service delivery in their own centre, to support adults seeking to return to work to develop skills and expertise. Work with volunteers has developed over several years to a point where it is now a recognised part of a CC profile. This funding was identified in 2014/15 and has provided resources for volunteer		

projects including start-up funds, materials and training. Withdrawing the funding after only a short period of it being earmarked will not create a significant problem for CCs.

There is a clear commitment to working closely with volunteers in CCs, and a particular desire not to duplicate effort, activity and purpose across the wider voluntary sector. In order to do this a project has got underway to evaluate a current contract with a voluntary sector organisation and consider how to more closely define what a family focussed volunteering offer could look like -based on community resilience principles and how this could build further cohesion in communities.

Who is involved in this impact assessment?

e.g. Council officers, partners, service users and community representatives.

Council officers in CFA and staff across the 32 CCs managed by the County Council.

The providers and the staff of the 8 CCs managed by other agencies; schools, nurseries and voluntary organisations.

Partner organisations providing services through CCs.

Council officers in other parts of CCC working in collaboration with CCs

Families and children accessing services through CCs.

Advisory Boards and Parent Forums set up to support CCs.

Voluntary sector partners working in the field of CCs

What will the impact be?

Tick to indicate if the expected impact on each of the following protected characteristics is positive, neutral or negative.

Impact	Positive	Neutral	Negative
Age			X
Disability			X
Gender reassignment		X	
Marriage and civil partnership		X	
Pregnancy and maternity			X
Race		X	

Impact	Positive	Neutral	Negative
Religion or belief		X	
Sex		X	
Sexual orientation		X	
The following additional characteristics can be significant in areas of Cambridgeshire.			
Rural isolation			X
Deprivation			X

For each of the above characteristics where there is a positive, negative and / or neutral impact, please provide details, including evidence for this view. Consider whether the impact could be disproportionate on any particular protected characteristic. Describe the actions that will be taken to mitigate any negative impacts and how the actions are to be recorded and monitored. Describe any issues that may need to be addressed or opportunities that may arise.

Positive Impact

Negative Impact

Speech & Language Therapy

The changes could have a potential negative impact on some users of CCs, particularly those who are rurally isolated and find it harder to access centres for services. Additionally there could be an impact on those families where until now it has been possible to identify possible speech delay or developmental delay at a stage – prior to the time when routine assessments are undertaken for families.

In the 6 months between December 2014 and May 2015, 316 families had specific queries for the speech and language therapist present at groups and 296 families attended a dedicated speech and language drop in at a children's centre. Of these 612 families, 161 families were referred on to further Speech and language support (155 of these from the drop ins, just 6 from the groups), and an additional 36 were referred to audiology. The drop in's in particular have been a very well used gateway into speech and language services.

Neutral Impact

SALT 6.512 - the proposal will have a neutral impact across the wider community

Volunteering 6.513 - this change will have a neutral impact across CCs.

Issues or Opportunities that may need to be addressed

If this contract comes to an end then the most visible impact will be the end of speech and language drop ins at CCs, and therapists' attendance at universal groups in CCs. We will work with the provider of the main SALT contract (CCS) to ensure that CC facilities are considered as venues for service deliver within their core contract.

Over the length of time that this contract has been in place with Children's Centres, there has also been a considerable upskilling of centre staff in knowledge and practice in supporting young children's early speech and language development. This way of working is now embedded in our practice. Some examples of these are below:

- Staff are trained in communication programmes - Elkan and Ecat. All CC universal activities promote a language rich environment, and parents are provided with tips, skills and tools to support this at home. There is a high level of awareness and expertise within the staff cohort in promoting activities to parents to develop good speech development , and ensuring information about pathways to support for families from the wider SALT service are well understood and promoted.
- Centre Managers report a wide range of opportunities for families including talking boxes, dedicated book corners, visual timetables, chattersacks, etc.
- The Bookstart programme is embedded in all centres across Cambridgeshire and CCs particularly support engagement of target groups within the Bookstart plus scheme.

Community Cohesion

If it is relevant to your area you should also consider the impact on community cohesion.

SALT 6.512- Not relevant

Volunteering 6.513 - CC services work to promote community cohesion for all families with young children in all aspects of the work; this change will not impact on that work, and there is potential for streamlining activity to improve planning and use of resources.

COMMUNITY IMPACT ASSESSMENT

Directorate / Service Area		Officer undertaking the assessment	
Children, Families and Adults Services Learning / Early Years		Name: Graham Arnold	
		Job Title: Sector Development Manager	
Service / Document / Function being assessed		Contact details: 01223 699774 graham.arnold@cambridgeshire.gov.uk Date completed: 09 October 2015 Date approved: 15.10.15.....	
Workforce Development and Training			
Business Plan Proposal Number (if relevant)	A/R.6.601		
Aims and Objectives of Service / Document / Function			
<p>The Early Years Workforce Development function supports the quality improvement of early years and childcare provision through securing effective continuing professional development and qualifications training.</p> <p>This Community Impact Assessment is in support of the savings requirement in 2016-17, which will require reductions to the training and qualifications support offered.</p>			
What is changing?			
<p>Where relevant, consider including: how the service/document/function will be implemented; what factors could contribute to or detract from this; how many people with protected characteristics are potentially impacted upon; who the main stakeholders are; and, details of any previous or planned consultation/engagement to inform the CIA.</p> <p>Reduction in financial support to contribute to cost of qualifications</p> <p>Reduction in scope of the continuing professional development (CPD) programme, saving trainer time and venue hire costs.</p> <p>The impact is likely to be: fewer early years practitioners and qualification courses supported, requiring additional learner loans and/or higher levels of investment from early years and childcare providers. There is a risk that the sector in Cambridgeshire will have an insufficient number of qualified staff, e.g. if turnover is greater than anticipated.</p> <p>The EY Service will be consulting with providers on the package of savings required for 2016-17 as part of a wider sector development consultation, which will include subscription services. This will generate additional income that will contribute to savings. We will be exploring charging mechanisms that reflect provider size/turnover so that the impact is proportionate.</p>			
Who is involved in this impact assessment?			
<p>e.g. Council officers, partners, service users and community representatives.</p> <p>This document has been developed by Council officers. Service users and partners will be involved in more detailed discussions of how the changes will be implemented.</p>			

What will the impact be?

Tick to indicate if the expected impact on each of the following protected characteristics is positive, neutral or negative.

Impact	Positive	Neutral	Negative
Age		X	
Disability		X	
Gender reassignment		X	
Marriage and civil partnership		X	
Pregnancy and maternity		X	
Race		X	

Impact	Positive	Neutral	Negative
Religion or belief		X	
Sex			X
Sexual orientation		X	
The following additional characteristics can be significant in areas of Cambridgeshire.			
Rural isolation		X	
Deprivation		X	

For each of the above characteristics where there is a positive, negative and / or neutral impact, please provide details, including evidence for this view. Consider whether the impact could be disproportionate on any particular protected characteristic. Describe the actions that will be taken to mitigate any negative impacts and how the actions are to be recorded and monitored. Describe any issues that may need to be addressed or opportunities that may arise.

Positive Impact
Negative Impact
The workforce is predominately female. Support will be targeted at those least able to support their own training, to mitigate this risk. Our implementation strategy for these savings will involve more detailed consideration of our criteria to ensure that remaining support and scheduling is appropriately prioritised to groups with protected characteristics, especially rural isolation, deprivation, age and pregnancy/maternity.
Neutral Impact
The proposed change does not impact on these protected characteristics.
Issues or Opportunities that may need to be addressed
The opportunities for longer-term structural change will be considered as part of the sector development process and will be consulted on with providers. This includes making the most of sector-led support through teaching schools, fully funded early years training and support services and opportunities to partner with existing training providers to deliver these functions.

Community Cohesion

If it is relevant to your area you should also consider the impact on community cohesion.

Childcare provision is an integral part of its local community. Where significant reductions to services are implemented or perceived, this can have an impact on the capacity of the community to respond.

This includes the individuals who may hold key positions of responsibility in the management of pre-schools and out of school clubs in particular. It could also impact individuals employed in settings if they are required to full self-fund their qualifications. These factors can undermine provision, threatening its viability and leading to closure and sufficiency issues, especially in rural communities.

COMMUNITY IMPACT ASSESSMENT

Directorate / Service Area		Officer undertaking the assessment
Service Development Service, Children's, Innovation and Development Services, Learning Directorate		Name: Amanda Askham
Service / Document / Function being assessed		Job Title: Head of Service, Children's, Innovation and Development Service
Service Development		Contact details: amanda.askham@cambridgeshire.gov.uk.....
Business Plan Proposal Number (if relevant)	A/R.6.604	Date completed: 05/10/2015
		Date approved: 14/10/15.....
Aims and Objectives of Service / Document / Function		
<p>The Service Development team supports product and service development to meet Learning Directorate and CFA priorities.</p> <p>The service provides: business and marketplace expertise; a range of tools and processes and professional development for service managers - all with a particular focus on traded activity and schools facing services.</p> <p>The team also supports internal systems and infrastructure for the Learning Directorate including: Professional Centre Services; the Learn Together Cambridgeshire website with associated course booking system and deployment and development of business support staff.</p>		
What is changing?		
<p>Where relevant, consider including: how the service/document/function will be implemented; what factors could contribute to or detract from this; how many people with protected characteristics are potentially impacted upon; who the main stakeholders are; and, details of any previous or planned consultation/engagement to inform the CIA.</p> <p>There are currently three advisers in the team, a Lead Adviser, a Resources Adviser, a Marketing and Communications Adviser, and one Systems Project Officer. It is proposed that the team reduces to two advisers and one Systems Project Officer to make a saving of £50,000.</p> <p>In order to achieve this saving, it has been assumed that:</p> <ul style="list-style-type: none"> As service managers across the Learning Directorate become more commercially aware and systems and processes become embedded, the need for direct support from the Service Development team will reduce. <p>There will be a reduction in the number of Business Support Staff across the Learning Directorate and appropriate procedures and systems will have been embedded to manage their efficient and effective deployment across the Directorate.</p> <p>Support for systems procurement and development will be provided Corporately for booking and customer relationship management.</p> <p>Learning Directorate teams adopt and embed a 'digital first' approach to using current systems, supported by the Digital enabler.</p> <ul style="list-style-type: none"> Support for development of traded activity and commercial services will be provided Corporately through the Commercialisation enabler. The Learning Directorate will have reduced capacity to become involved with procurement of Corporate systems (for example Booking Bug, CRM and ONE re-procurement) and to contribute to cross CFA service development and planning. 		

Who is involved in this impact assessment?

e.g. Council officers, partners, service users and community representatives.

Members of the Service Development team, Heads of Service and service managers within the Learning Directorate, schools and other customers, business support staff and representatives of our schools facing services.

What will the impact be?

Tick to indicate if the expected impact on each of the following protected characteristics is positive, neutral or negative.

Impact	Positive	Neutral	Negative
Age		X	
Disability		X	
Gender reassignment		X	
Marriage and civil partnership		X	
Pregnancy and maternity		X	
Race		X	

Impact	Positive	Neutral	Negative
Religion or belief		X	
Sex		X	
Sexual orientation		X	
The following additional characteristics can be significant in areas of Cambridgeshire.			
Rural isolation		X	
Deprivation		X	

For each of the above characteristics where there is a positive, negative and / or neutral impact, please provide details, including evidence for this view. Consider whether the impact could be disproportionate on any particular protected characteristic. Describe the actions that will be taken to mitigate any negative impacts and how the actions are to be recorded and monitored. Describe any issues that may need to be addressed or opportunities that may arise.

Positive Impact
Negative Impact
Neutral Impact

The proposed changes do not impact particularly on any of the protected characteristics.

The team is internally focused and does not provide services to members of the public.

Issues or Opportunities that may need to be addressed
<p>The Service Development team may be better placed to support traded activity and associated systems as part of a cross CFA/ CCC service.</p>

Community Cohesion

If it is relevant to your area you should also consider the impact on community cohesion.

n/a

COMMUNITY IMPACT ASSESSMENT

Directorate / Service Area		Officer undertaking the assessment	
Learning Directorate/Schools Intervention Service		Name: Rosemarie Sadler Job Title: Head of Schools Intervention Service Contact details: rosemarie.sadler@cambridgeshire.gov.uk Date completed: 14/10/15 Date approved: 14/10/15.....	
Service / Document / Function being assessed			
School Improvement			
Business Plan Proposal Number (if relevant)	A/R.6.607		
Aims and Objectives of Service / Document / Function			
<p>Improve outcomes for all pupils in the primary phase, particularly those in underperforming and vulnerable schools</p> <p>Accelerating Achievement for identified vulnerable groups</p> <p>Rapidly improve schools that are identified as failing or at risk of failure</p> <p>Develop school to school partnerships in order to transfer practice and improve outcomes</p> <p>Support and develop improved leadership and pedagogy in Mathematics and Literacy</p> <p>Support school leadership and governance for improved outcomes</p>			
What is changing?			
<p>Where relevant, consider including: how the service/document/function will be implemented; what factors could contribute to or detract from this; how many people with protected characteristics are potentially impacted upon; who the main stakeholders are; and, details of any previous or planned consultation/engagement to inform the CIA.</p> <p>It is proposed that:</p> <ul style="list-style-type: none"> Maths, English and Improvement Advisers are fully traded from 16/17 (they are currently part traded); that Primary Advisers become 50% traded in 17/18 and fully traded in 18/19 (they are currently core funded); that Area Senior Advisers become part traded from 16/17 and reduced to 2 fte (or become further traded) in 17/18 (there are currently 2.6 fte posts, core funded). In addition, there will be a reduction in intervention funding to maintained schools, (£100k in 16/17, £102k in 17/18; reducing the budget to £50k) supporting only where we have a statutory responsibility to intervene, and/or early intervention would be cost-effective and funding allows. <p>Should the number of schools requiring intervention increase, it will not be possible to make these savings.</p> <p>Should schools not buy back these services it will be necessary to close them, putting schools in need of support at further risk.</p>			

Who is involved in this impact assessment?

e.g. Council officers, partners, service users and community representatives.

The move to a smaller, more traded service has been discussed with Members, schools and a wide range of partners, including the Teaching Unions.

What will the impact be?

Tick to indicate if the expected impact on each of the following protected characteristics is positive, neutral or negative.

Impact	Positive	Neutral	Negative
Age			x
Disability		x	
Gender reassignment		x	
Marriage and civil partnership		x	
Pregnancy and maternity		x	
Race		x	

Impact	Positive	Neutral	Negative
Religion or belief		x	
Sex		x	
Sexual orientation		x	
The following additional characteristics can be significant in areas of Cambridgeshire.			
Rural isolation			x
Deprivation			x

For each of the above characteristics where there is a positive, negative and / or neutral impact, please provide details, including evidence for this view. Consider whether the impact could be disproportionate on any particular protected characteristic. Describe the actions that will be taken to mitigate any negative impacts and how the actions are to be recorded and monitored. Describe any issues that may need to be addressed or opportunities that may arise.

Positive Impact

N/A

Negative Impact

These savings affect school aged children by its nature (**age**); those living in rural areas because rural isolation makes it more difficult for schools to network, and to support each other (**rural deprivation**); and vulnerable groups, because these are the most at risk of under-achievement, which affects negatively, life chances (**deprivation**).

The following actions will be taken to mitigate the impact of these savings:

The LA will work with the school's governing body and senior leadership team to ensure that the funds the school has available for raising standards are targeted appropriately and used / managed effectively.

The LA will help broker support from Teaching School Alliances and other schools.

The LA will continue to lead a county wide strategy to accelerate the achievement of vulnerable groups, marshalling support across the education system.

In addition, we will work with the Commercialisation Enabler to develop robust trading practices, to be as efficient and effective as possible.

Neutral Impact

The proposed change does not impact on these protected characteristics.

Issues or Opportunities that may need to be addressed

There is the opportunity to trade outside of the county boundary for a proportion of time to earn additional income to secure the service for Cambridgeshire schools.

Community Cohesion

If it is relevant to your area you should also consider the impact on community cohesion.

Schools are an important part of their local community. Any decline in the quality of provision / outcomes will have a negative consequence for the community as a whole, e.g. parents wanting their children to attend an out of community school.

COMMUNITY IMPACT ASSESSMENT

Directorate / Service Area		Officer undertaking the assessment	
Learning/ Early Years		Name: Gill Harrison	
Service / Document / Function being assessed		Job Title: Head of Service: early Years and Childcare .	
Forest Schools adviser 0.5 fte		Contact details: 01223 728542	
<div style="display: flex; justify-content: space-between;"> <div style="width: 150px;"> Business Plan Proposal Number (if relevant) </div> <div> A/R.6.623 </div> </div>		Date completed: 15 October 2015	
Date approved: 15.10.15.....			
Aims and Objectives of Service / Document / Function			
The Forest School adviser function supports the development of outdoor learning in schools and early years and childcare settings. The post generates income but is partially funded through core budget.			
What is changing?			
Where relevant, consider including: how the service/document/function will be implemented; what factors could contribute to or detract from this; how many people with protected characteristics are potentially impacted upon; who the main stakeholders are; and, details of any previous or planned consultation/engagement to inform the CIA.			
<p>It is proposed that this function continues but at full cost recovery. Feedback from schools and settings suggests that there is sufficient demand for this to be a realistic ambition. The impact on the sector will mean that the new business model will require an increase in sales, an increase in cost per sale or a blend of both. The universal pedagogical support for outdoor learning will continue to feature, at a lesser degree in the universal offer.</p> <p>This CIA will be informed by the relevant consultation processes and business case 2016/2017 and is reflective of the 2016/2017 savings proposals.</p> <p>Primary stakeholders include children, schools, private and voluntary early years providers including child-minders</p>			
Who is involved in this impact assessment?			
E.g. Council officers, partners, service users and community representatives.			
Council officers			

What will the impact be?

Tick to indicate if the expected impact on each of the following protected characteristics is positive, neutral or negative.

Impact	Positive	Neutral	Negative
Age		X	
Disability		X	
Gender reassignment		X	
Marriage and civil partnership		X	
Pregnancy and maternity		X	
Race		X	

Impact	Positive	Neutral	Negative
Religion or belief		X	
Sex		X	
Sexual orientation		X	
The following additional characteristics can be significant in areas of Cambridgeshire.			
Rural isolation		X	
Deprivation		X	

For each of the above characteristics where there is a positive, negative and / or neutral impact, please provide details, including evidence for this view. Consider whether the impact could be disproportionate on any particular protected characteristic. Describe the actions that will be taken to mitigate any negative impacts and how the actions are to be recorded and monitored. Describe any issues that may need to be addressed or opportunities that may arise.

Positive Impact
N/A
Negative Impact
N/A
Neutral Impact
Forest Schools training packages and networking opportunities will continue to be available at cost to all current stakeholders, therefore the impact will remain neutral.
Issues or Opportunities that may need to be addressed
Affordability for stakeholders with an identified action from Ofsted regarding the use of outdoor learning opportunities, who also face financial hardship.

Community Cohesion

If it is relevant to your area you should also consider the impact on community cohesion.

There is no impact on community cohesion
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COMMUNITY IMPACT ASSESSMENT

Directorate / Service Area		Officer undertaking the assessment
<ul style="list-style-type: none"> Learning Directorate/ EY Service Enhanced and Preventative Services/ SEND Specialist Services 		Name: Gill Harrison Job Title: Head of Service: Early Years and Childcare Contact details: 01223 728542
Service / Document / Function being assessed		Date completed: 15 October 2015
Support , guidance and advice to Early Years Providers in the Private, Voluntary and Independent sector		Date approved: 15.10.15.....
Business Plan Proposal Number (if relevant)	A/R.6.707	
Aims and Objectives of Service / Document / Function		
<p>The Early Years Service and Specialist SEND team support early years providers in schools and the private and voluntary sector to improve children's achievement in early years provision. This work includes a focus to accelerate the achievement of vulnerable groups. The SEND specialist team support all levels of SEND and the development of inclusive practice. Universal support, linked to funded places and intervention when providers are deemed to require support is managed through the Early Years Service. The improvement and development of out of school provision and play work, through providing advice, guidance and training is also provided by the Early Years Service.</p> <p>This work is delivered principally by Early Years and Childcare Advisers, Area SenCo's, Sector Support Worker, Specialist EY's Teachers.</p>		
What is changing?		
Where relevant, consider including: how the service/document/function will be implemented; what factors could contribute to or detract from this; how many people with protected characteristics are potentially impacted upon; who the main stakeholders are; and, details of any previous or planned consultation/engagement to inform the CIA.		
<p>This CIA will be informed by the relevant consultation processes and business case 2016/2017 and is reflective of the 2016/2017 savings proposals.</p> <p>Primary stakeholders include children, schools, private and voluntary early year's providers including childminders.</p> <p>It is proposed that new thresholds for specialist provision will create a reduction in services. There will be a reduction in the amount of preventative work; sector-led improvement will be developed; and e-systems will be used to share information, advice and guidance. Traded work to support out of school provision and play work that is non-statutory and economically unviable will be stopped.</p> <p>Specialist support for children with identified need will continue in line with the local authorities statutory function alongside ongoing support to develop inclusive practice and compliance with the DDA will continue to be available either through signposting or direct advice, information and guidance.</p>		

Who is involved in this impact assessment?

e.g. Council officers, partners, service users and community representatives.

Council Officers

Relevant service users in the private, voluntary and maintained sector will be consulted throughout the process.

What will the impact be?

Tick to indicate if the expected impact on each of the following protected characteristics is positive, neutral or negative.

Impact	Positive	Neutral	Negative
Age			X
Disability			X
Gender reassignment		X	
Marriage and civil partnership		X	
Pregnancy and maternity		X	
Race		X	

Impact	Positive	Neutral	Negative
Religion or belief		X	
Sex		X	
Sexual orientation		X	
The following additional characteristics can be significant in areas of Cambridgeshire.			
Rural isolation		X	
Deprivation		X	

For each of the above characteristics where there is a positive, negative and / or neutral impact, please provide details, including evidence for this view. Consider whether the impact could be disproportionate on any particular protected characteristic. Describe the actions that will be taken to mitigate any negative impacts and how the actions are to be recorded and monitored. Describe any issues that may need to be addressed or opportunities that may arise.

Positive Impact

N/A

Negative Impact

This proposal affects 0-5 year olds. In particular, it has a potential negative impact on children with disability as specialist support will be available at a higher threshold. Mitigation against this will require clear thresholds, analysis of provider need and deployment of services accordingly.

Neutral Impact

The proposed changes do not impact particularly on any of the remaining protected characteristics.

Issues or Opportunities that may need to be addressed
<p>There is opportunity for stronger collaboration and workforce development between the services in scope of this proposal.</p> <p>There is an opportunity for us to engage with associates or voluntary sector groups to provide support for the out of schools sector.</p>

Community Cohesion

If it is relevant to your area you should also consider the impact on community cohesion.

<p>Childcare and early year's provision is an integral part of its local community. Reductions in support may lead to a drop in standards, a reduction in opportunities for children and families.</p>
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