

Equality Impact Assessment (EqIA)

Before completing this EqIA please ensure you have read the EqIA Guidance Notes

Title	Short Breaks for Children who are Disabled: creation of new provider framework for 2020 - 2023		
Date assessment started:	29/11/2019	Version No:	5
		Date of completion:	18/12/2019

Type of Strategy, Policy, Project or Service:

Is this Equality Impact Assessment (please put a cross in the relevant box)

Existing:	<input type="checkbox"/>	Changing, update or revision:	<input checked="" type="checkbox"/>
New or proposed:	<input type="checkbox"/>	Other (please explain):	<input type="checkbox"/>

Is this Equality Impact Assessment (please put a cross in the relevant box)

Internal:	<input type="checkbox"/>	External:	<input checked="" type="checkbox"/>	Both:	<input type="checkbox"/>
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Report Created By:

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Step 1: Aims

<p>What are the aims of your strategy, policy, project or service?</p> <p>The Short Break service is designed to meet Dorset Council's statutory obligations (particularly under The Breaks for Carers of Disabled Children Regulations 2011). This has regard to the needs of those carers who would be unable to continue to provide care without breaks, or where suitable breaks would enable them to care more effectively by allowing them opportunity to undertake certain other activities.</p> <p>A successful short break service will therefore:</p> <ul style="list-style-type: none"> • provide a break to parent carers to enable them to continue their caring duties • provide meaningful activities for children, young people and young adults up to 25 years of age when their carers are on a break <p>Following local government reorganisation, we have an in-house service named Artz+ Sportz+, however in common with most local authorities the majority of short break services are commissioned from external providers to provide a wide range of suitable activities available across the county and for varied needs and age ranges.</p> <p>Our current short break provider framework ends in March 2020. To ensure continuity of service delivery, we are planning to issue a new framework tender in January 2020 to</p>

establish a new range of suitable providers able to work with us to deliver a range of suitable opportunities across the county from 1st April 2020.

Additional benefits and outcomes:

Short Breaks play a vital role in supporting families with existing social care involvement and in providing early intervention to prevent families reaching crisis point and needing social care intervention.

By ensuring a wide range of available short break activities across the County at different times and to meet differing needs the programme support the following outcomes:

- Parents and carers feel better supported and have more opportunities to relax with each other or spend quality time with their other children.
- Parents and carers have increased capacity to cope in their caring role improving their health, wellbeing and quality of life.
- Parents and carers have a reduced likelihood of breakdown and crisis in their family role and reduced likelihood of needing social care intervention.
- Children and young people who are disabled have opportunities to enjoy experiences and activities with their peers and siblings, independently of their primary carers. This contributes to their personal and social development, confidence and independence, and reduces social isolation.
- Children and young people become more active members of their communities and so as adults tend to be less reliant on adult social care services.
- Providers develop high aspirations for the children and young people they work with.
- Increased levels of participation in breaks that are fun and meet the needs of individuals.
- The further development of Direct Payments to enable families to have choice and independence.
- Better provision of availability and information regarding short breaks opportunities and a reduction in barriers to mainstream and community services so that eligible children and young people have the same access as their non-disabled peers.
- Improved choice due to an increase in the range of activities and services available.
- Improvements in life skills including independence, self-confidence, self-esteem and dealing with change and challenges.
- Improved health and well-being for all members of the family.
- Providers having appropriate quality standards, policies and procedures in place.
- Providers having adequate staff and volunteer levels in place with the necessary skills and training to meet identified needs.
- Leverage of other funding sources including in-kind contributions and volunteering to ensure sustainability and increase in short break provision.
- The co-production of services/breaks with parents/carers, children and young people and partner agencies.
- Children and young people feel safe and supported through providers having effective safeguarding policies and procedures in place.

What is the background or context to the proposal?

The current Short Breaks framework was put in place in 2016. It has been extended until 31st March 2020 but legally now must be retendered. In addition, we are extending the opportunities under the framework to the age of 25 years – previously up to 18 years.

The use of a framework, as opposed to block contracting, has worked well with a significant amount of positive feedback being received by providers and fed back in quarterly reporting to the contract manager and commissioner of the services. Providers subsequently add to or adapt their services from the feedback received. This framework has enabled flexibility both in terms of opportunities for families and in allowing for potential variations in available budgets each year.

The need for variety

Short breaks are when a child or young person has planned time apart from their main carer outside of school hours. A wide variety of opportunities is essential since a Short Break can be a few hours a week, a few hours of daytime activities over holidays or weekends, or extend to several days, or even some overnights depending upon the provision available and the family needs. Breaks can take place in the child's own home, the home of an approved short break carer, or in a residential or community setting.

Specialist short breaks are for children who have complex needs and require high levels of support, and this is ascertained through a formal assessment.

Targeted short breaks are for children and young people who can't access universal services due to their needs, but who do not meet the threshold for specialist short breaks.

Further details can be found at:

<https://www.dorsetcouncil.gov.uk/children-families/sen-and-disability-local-offer/activities-the-local-offer/short-breaks-for-children-and-young-people-who-are-disabled.aspx>

Cabinet approval

Cabinet Approval was received on 4th June 2019 for £4.84 million over 4 years. ¹

2020/21 Budget: £1.21million

Specialist Short Breaks: £890,000

Targeted Short Breaks: £320,000

Project development and planning

A Short Breaks project group was created which included representatives from: Dorset Parent Carer Council, Family Partnership Zones, Children who are Disabled teams, Contracts Team, Participation and Commissioning.

In order to work in partnership and to support market development in this area, a market engagement event with providers took place in September 2019. Feedback from this has in particular led to a simplified framework specification with less categories.

A detailed Parent Carer Survey was issued and received over 200 responses providing information particularly around the needs and wants of children, young people and their parents/carers.

Commissioners met with internal colleagues including Adult Services and the Transitions Team to inform how workstreams could be integrated more in the future.

Additionally, the commissioner has spoken with, researched and met with other Local Authorities to gain a holistic view.

¹ Minutes of Cabinet 4 June have been released and you can find them via link below:

<https://modern.gov.dorsetcouncil.gov.uk/ieListDocuments.aspx?CId=152&MId=219&Ver=4>

Discussions within the Short Breaks project group, reviews of legislation and best practice guidance, data from current usage, information about potential demand, results from the parent carer survey and details from the market engagement event have all informed the development of the proposal and details of the specification.

The internal leadership team within Children's Services approved this framework going ahead and being extended to the age of 25.

Further discussions with colleagues including the Operational Manager of the Children who are Disabled team were positive and the service specification has been updated to reflect this important change from the previous framework specification.

Step 2: Intelligence and Communication

What data, information, evidence and research was used in this EqIA and how has it been used to inform the decision-making process?

We have used the following data to inform this EqIA:

- Potential demand
- Previous take-up of services
- Parent carer survey
- Market engagement event
- Spoke with Dorset Council teams as outlined above
- Research in to other Local Authority Short Break services including meeting with Devon
- Reviewing [statutory guidance](#) and policy and practice

What data do you already have about your service users, or the people your proposal will have an impact on?

The potential demand is for up to 6302 children who have a disability in Dorset.²

Approximately 2600 children, young people and young adults aged 0 – 25 years have an Education, Health and Care Plan (EHCP). The EHCP is a legal document written by the local authority that describes any special educational needs the child or young person has and the help they will get to meet them. This also includes any health and care provision that is needed.

Data below relates to children and young people aged 0 – 18 years as this is the cohort that has previously been offered Short Breaks. The updated age range reflects the changes in legislation including the SEND Code of Practice and the Children's and Families Act.

Dorset Council has approximately 1500 children and young people registered on the voluntary disability register.

² 2017 estimates of population from ONS data 0-24 years inclusive 90,028. Average of 7% of child population have a disability: DLF Sep 2017 <https://www.dlf.org.uk/content/key-facts> and papworth trust disability facts 2018 <https://www.papworthtrust.org.uk/about-us/publications/papworth-trust-disability-facts-and-figures-2018.pdf>

The following is an indication of take-up of short break services:

Targeted Short Breaks

	Children	Hours
Year End 16/17	560	17720
Year End 17/18	481	15723
Year End 18/19	513	16985

The 2018-19 data breaks down as follows:

Children	Hours
513	16985

Primary Need / Disability	Number of Children
Attention Deficit Disorder	1
Attention Deficit and Hyperactivity Disorder	8
Autistic Spectrum Condition	183
Behavioural, Emotional and Social Difficulties	1
Cerebral Palsy	18
Down's Syndrome	18
Global Developmental Delay	2
Genetic & Chromosomal Disorders	9
Hearing Impairment	8
Medical	10
Moderate Learning Difficulty	53
Multi-Sensory Impairment	1
None	5
Other Difficulty/Disability	1
Profound and Multiple Learning Difficulties	5
Social, Emotional and Mental Health needs	28
Sensory Processing Disorder	2
Speech Language and Communication Needs	53
Severe Learning Difficulties	20
Specific Learning Difficulties	9
Unknown	9
Visual Impairment	4
Physical Disability	19
Siblings	46
Total	513

Specialist Short Breaks

	<i>No. of Children</i>	<i>Hours of Day Time Short Breaks</i>
Year End 16/17	271	54449
Year End 17/18	294	55552
Year End 18/19	308	55362

	<i>No. of Children</i>	<i>No. of Nights</i>
Year End 16/17	69	2363
Year End 17/18	80	2258
Year End 18/19	52	1854

The 2018-19 data breaks down as follows:

<i>No of Children receiving day time short breaks</i>	<i>Hours</i>
308	55362

<i>No. of Children receiving Overnight Short Breaks</i>	<i>No. of Nights</i>
52	1854

<i>Individual Children receiving a social care short break (day or night)</i>
309

Primary Need / Disability	Number of Children
Attention Deficit and Hyperactivity Disorder	1
Autistic Spectrum Condition	148
Behavioural, Emotional and Social Difficulties	2
Cerebral Palsy	28
Complex Health Needs	3
Down's Syndrome	21
Global Developmental Delay	9
Genetic & Chromosomal Disorders	23
Hearing Impairment	6
Medical	17
Moderate Learning Difficulties	8
Multi-Sensory Impairment	1
Physical Difficulties	10
Profound and Multiple Learning Disabilities	3

Speech Language and Communication Needs	4	
Severe Learning Difficulties	16	
Social, Emotional and Mental Health needs	3	
Specific Learning Difficulties	2	
Unknown	3	
Visual Impairment	1	
Total	309	
What engagement or consultation has taken place as part of this EqIA?		
<p>A parent carer survey which also included a specific area for children and young people to complete – supported by parent carers where necessary.</p> <p>Market engagement event took place in September 2019 attended by current and prospective service providers.</p> <p>Feedback is always received from providers of short breaks services and reported on every quarter, this then informs the development of services.</p>		
Is further information needed to help inform this proposal?		
No more information required at this stage.		
How will the outcome of consultation be fed back to those who you consulted with?		
<p>There will be a report and summary of the parent carer survey results published on the Dorset Council website and Dorset Parent Carer Council website. This will be sent out through a variety of networks including parent carer, provider and Dorset Council networks.</p> <p>A summary of discussions and feedback was sent to providers who attended the market engagement event and to those who were invited but unable to attend.</p>		

Step 3: Assessment

Who does the service, strategy, policy, project or change impact?

- If your strategy, policy, project or service contains options you may wish to consider providing an assessment for each option. Please cut and paste the template accordingly.

For each protected characteristic please choose from the following options:

- Please note in some cases more than one impact may apply – in this case please state all relevant options and explain in the ‘Please provide details’ box.

Positive Impact	<ul style="list-style-type: none"> • Positive impact on a large proportion of protected characteristic groups • Significant positive impact on a small proportion of protected characteristics group
Negative Impact	<ul style="list-style-type: none"> • Disproportionate impact on a large proportion of protected characteristic groups • Significant disproportionate impact on a small proportion of protected characteristic groups.

Neutral Impact	<ul style="list-style-type: none"> No change/ no assessed significant impact of protected characteristic groups
Unclear	<ul style="list-style-type: none"> Not enough data/evidence has been collected to make an informed decision.

Age:	Positive Impact
What age bracket does this affect?	0-25 years old
Please provide details:	Short breaks have been available to 0-18-year olds previously, with this being extended to 25 years old. This allows for a large number of young people to continue to receive some support over the preparing for adulthood transitional period, and still allows parent carers to have a break.

Disability:	Positive Impact
Does this affect a specific disability group?	Updated priority groups. Still available to those who meet the criteria.
Please provide details:	<p>Dorset Council require short break services available for children and young people who:</p> <ul style="list-style-type: none"> are disabled and/or have complex health or other needs, and are aged between 0 - 25 years (up to the young person's 25th birthday), and live within the Dorset Council area (for the avoidance of doubt these exclude Bournemouth, Christchurch and Poole Council area), and require support to access age appropriate social, play and leisure opportunities when apart from their main carer, and fall within the Priority Groups defined in Section 3.7. <p>Members of the groups listed below receive priority.</p> <p>Children and young people with:</p> <ul style="list-style-type: none"> Autistic Spectrum Disorder/Condition Severe Learning Disabilities Challenging behaviour associated with other impairments such as severe learning disabilities. <p>Children and young people with multiple needs such as:</p> <ul style="list-style-type: none"> complex physical disabilities health needs with a disability including those with life-limiting conditions, and/or who have moving and handling needs and/or require specialist equipment and adaptations.

Gender Reassignment & Gender Identity:	Neutral Impact
Please provide details:	<p>The gender of the child or young person has no effect on whether they receive short break services.</p> <p>Short Break services are available to those who meet criteria:</p>

	<ul style="list-style-type: none"> • Specialist Short Breaks requires a needs assessment from social care or family partnership zones. • Targeted Short Breaks criteria is based purely on (a) the young person's need (b) the age of the young person in relation to the service provided (c) that the young person lives in the Dorset Council area (d) that the young person requires support, and (e) the availability of provision.
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Pregnancy and maternity:	Neutral Impact
Please provide details:	<p>Whether the child or young person is pregnant, a new parent or on maternity leave has no effect on whether they receive short break services.</p> <p>Short Break services are available to those who meet criteria:</p> <ul style="list-style-type: none"> • Specialist Short Breaks requires a needs assessment from social care or family partnership zones. • Targeted Short Breaks criteria is based purely on (a) the young person's need (b) the age of the young person in relation to the service provided (c) that the young person lives in the Dorset Council area (d) that the young person requires support, and (e) the availability of provision.

Race and Ethnicity:	Neutral Impact
Please provide details:	<p>The race or ethnicity of the child or young person has no effect on whether they receive short break services.</p> <p>Short Break services are available to those who meet criteria:</p> <ul style="list-style-type: none"> • Specialist Short Breaks requires a needs assessment from social care or family partnership zones. • Targeted Short Breaks criteria is based purely on (a) the young person's need (b) the age of the young person in relation to the service provided (c) that the young person lives in the Dorset Council area (d) that the young person requires support, and (e) the availability of provision.

Religion or belief:	Neutral Impact
Please provide details:	<p>The religion or belief of the child or young person has no effect on whether they receive short break services.</p> <p>Short Break services are available to those who meet criteria:</p> <ul style="list-style-type: none"> • Specialist Short Breaks requires a needs assessment from social care or family partnership zones. • Targeted Short Breaks criteria is based purely on (a) the young person's need (b) the age of the young person in relation to the service provided (c) that the young person lives in the Dorset Council area (d) that the young person requires support, and (e) the availability of provision.

Sexual orientation:	Neutral Impact
Please provide details:	The sexual orientation of the child or young person has no effect on whether they receive short break services.

	<p>Short Break services are available to those who meet criteria:</p> <ul style="list-style-type: none"> • Specialist Short Breaks requires a needs assessment from social care or family partnership zones. • Targeted Short Breaks criteria is based purely on (a) the young person's need (b) the age of the young person in relation to the service provided (c) that the young person lives in the Dorset Council area (d) that the young person requires support, and (e) the availability of provision.
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Sex:	Neutral Impact
Please provide details:	<p>The sex of the child or young person has no effect on whether they receive short break services.</p> <p>Short Break services are available to those who meet criteria:</p> <ul style="list-style-type: none"> • Specialist Short Breaks requires a needs assessment from social care or family partnership zones. • Targeted Short Breaks criteria is based purely on (a) the young person's need (b) the age of the young person in relation to the service provided (c) that the young person lives in the Dorset Council area (d) that the young person requires support, and (e) the availability of provision.

Marriage or civil partnership:	Neutral Impact
Please provide details:	<p>Whether the young person is married or in a civil partnership has no effect on whether they receive short break services.</p> <p>Short Break services are available to those who meet criteria:</p> <ul style="list-style-type: none"> • Specialist Short Breaks requires a needs assessment from social care or family partnership zones. • Targeted Short Breaks criteria is based purely on (a) the young person's need (b) the age of the young person in relation to the service provided (c) that the young person lives in the Dorset Council area (d) that the young person requires support, and (e) the availability of provision. .

Carers:	Positive Impact
Please provide details:	With the extension to 25 years of age this means that more parent carers will be able to have a break and continue their caring responsibilities.

Rural isolation:	Unclear Impact
Please provide details:	<p>The aspiration is that short breaks will be available in every area of Dorset, however this will be dependent on where providers are able to deliver their services.</p> <p>Short Break services are available to those who meet criteria:</p> <ul style="list-style-type: none"> • Specialist Short Breaks requires a needs assessment from social care or family partnership zones. • Targeted Short Breaks criteria is based purely on (a) the young person's need (b) the age of the young person in relation to the service provided (c) that the young person lives in the Dorset Council area (d) that the young person requires support, and (e) the availability of provision.

Single parent families:	Neutral Impact
Please provide details:	<p>Whether a child or young person is part of a single parent family has no effect on whether they receive short break services.</p> <p>Short Break services are available to those who meet criteria:</p> <ul style="list-style-type: none"> • Specialist Short Breaks requires a needs assessment from social care or family partnership zones. • Targeted Short Breaks criteria is based purely on (a) the young person's need (b) the age of the young person in relation to the service provided (c) that the young person lives in the Dorset Council area (d) that the young person requires support, and (e) the availability of provision.
Poverty (social & economic deprivation):	Neutral Impact
Please provide details:	<p>Short Break services are available to those who meet criteria. Where assessed and meeting the criteria for specialist short breaks these do not cost.</p> <p>Self-referral targeted short breaks are delivered at a subsidised cost, therefore minimising the impact to those who self-refer and are living in poverty.</p> <p>Short Break services are available to those who meet criteria:</p> <ul style="list-style-type: none"> • Specialist Short Breaks requires a needs assessment from social care or family partnership zones. • Targeted Short Breaks criteria is based purely on (a) the young person's need (b) the age of the young person in relation to the service provided (c) that the young person lives in the Dorset Council area (d) that the young person requires support, and (e) the availability of provision.
Military families/veterans:	Neutral Impact
Please provide details:	<p>Whether a child or young person is part of a military family has no effect on whether they receive short break services.</p> <p>Short Break services are available to those who meet criteria:</p> <ul style="list-style-type: none"> • Specialist Short Breaks requires a needs assessment from social care or family partnership zones. • Targeted Short Breaks criteria is based purely on (a) the young person's need (b) the age of the young person in relation to the service provided (c) that the young person lives in the Dorset Council area (d) that the young person requires support, and (e) the availability of provision.

Step 4: Action Plan

Provide actions for **positive**, **negative** and **unclear** impacts.

If you have identified any **negative** or **unclear** impacts, describe what adjustments will be made to remove or reduce the impacts, or if this is not possible provide justification for continuing with the proposal.

Issue	Action	Person(s) responsible	Deadline	How will it be monitored?
<u>Age Range</u> Positive: Increased age range to include services for 18-25-year olds	Set up a stakeholder/monitoring group to: <ul style="list-style-type: none"> • Clarify eligibility criteria(s) • Publish eligibility criteria • Clarify pathways 	Children's Commissioner Service Lead	28/02/2019	Stakeholder/Monitoring group
<u>Disability</u> Positive: Updated priority groups	Set up a stakeholder/monitoring group to: <ul style="list-style-type: none"> • Make this clear to providers • Publish the priority groups online 	Children's Commissioner Service Lead	28/02/2019	Stakeholder/Monitoring group
<u>Carers</u> Positive: More carers will be able to have short breaks and continue caring responsibilities	Set up a stakeholder/monitoring group to: <ul style="list-style-type: none"> • Clearly communicate the change in eligibility 	Children's Commissioner Service Lead	28/02/2019	Stakeholder/Monitoring group
<u>Rural Isolation</u> Unclear: Aspiring for short breaks to be available in every area of Dorset	Set up a stakeholder/monitoring group to: <ul style="list-style-type: none"> • Map the geography of services further to tender and work with the market to develop short breaks in areas where no/few services are delivered. • Clearly communicate where short breaks are available through a variety of methods 	Children's Commissioner Service Lead	28/02/2019	Stakeholder/Monitoring group

Step 5: EqlA Sign Off

Officer completing this EqlA:	Greg Jackson	Date:	18/12/2019
Equality Lead:	Susan Ward-Rice	Date:	06/01/2020
Directorate Board Chair:	Rick Perry	Date:	06/01/2020