

Test of Assurance for Joining Education  
and Children's services  
21 February 2016

Equality Impact Assessment

# Joining Education and Children's Services as a single organisational unit, Education and Children's services

Contact: Steph O'Donnell

Updated: 21.02.2016

## 1. What type of proposal / decision is being assessed?

A service review or re-organisation proposal

## 2. What is the purpose of this proposal / decision, and what change (to staff or the community) will occur as a result of its implementation?

The aim of the over-arching project was to bring two services together as a new organisational unit, under a single Head of Service. The new service is called Education and Children's services. The management structure has been affected by the change, following a full period of consultation from August – September 2015. Children and Young people throughout Denbighshire will benefit from bringing the two services together as they will act in a more cohesive way to ensure young people and children are safe, protected from harm, and supported to achieve their potential through all educational and social opportunities.

## 3. Does this proposal / decision require an equality impact assessment? If no, please explain why.

*Please note: if the proposal will have an impact on people (staff or the community) then an equality impact assessment **must** be undertaken*

Yes

## 4. Please provide a summary of the steps taken, and the information used, to carry out this assessment, including any engagement undertaken

*(Please refer to section 1 in the toolkit for guidance)*

### 4.1 Staff in Both Services

The management structure was agreed in principle by July 2015. This did not entail any job losses or posts being re-graded. However, some posts which had previously reported through the Head of Service would now report through 2

Principal Manager posts. A period of consultation took place from August - September 2015 and all affected staff were given the opportunity to meet with senior management and HR. Responses were made quickly to all questions and enquiries. New Principal manager post in Education was advertised and filled internally by January 2016. The feedback on the consultation was generally very positive.

#### 4.2 Children and Young People

The impact of the changes for this group is expected to be positive. Through improved collegiate working and development of joint opportunities across Education and Social care, it should be possible to offer better support to all young people and, in particular, more vulnerable groups. This is already reaping benefits in sharing understanding of safeguarding and the responsibilities entailed.

- 5. Will this proposal / decision have a positive impact on any of the protected characteristics (age; disability; gender-reassignment; marriage and civil partnership; pregnancy and maternity; race; religion or belief; sex; and sexual orientation)?**  
*(Please refer to section 1 in the toolkit for a description of the protected characteristics)*

Children and Young people, as stated under part 4, should see improved and joined up service provision. The needs of disabled children will also be considered more holistically by the service.

- 6. Will this proposal / decision have a disproportionate negative impact on any of the protected characteristics (age; disability; gender-reassignment; marriage and civil partnership; pregnancy and maternity; race; religion or belief; sex; and sexual orientation)?**

None anticipated. However, the new service has a much broader remit than in the past and it is recognised under the risk analysis, that an ongoing focus on workload, particularly the demands of external meetings, will be needed to ensure the right focus can be maintained by senior managers.

- 7. Has the proposal / decision been amended to eliminate or reduce any potential disproportionate negative impact? If no, please explain why.**

<Please Select>

Initially, the staff consultation was scheduled to conclude in late August. However, it was recognised that this deadline needed to be extended due to school support staff holidays. This ensured a fair response time for all staff affected.

**8. Have you identified any further actions to address and / or monitor any potential negative impact(s)?**

Yes	Yes, in the Risk Mitigation.
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Action(s)	Owner	By when?
Ongoing review of delegated accountabilities and impact on managers - through management meetings	Karen Evans	31.03.2017
Ongoing review of formal meeting attendance and potential impact on staff and service delivery - also through management meetings	Karen Evans	31.03.2017
Ongoing review of retained service manager vacancy in Children's services	Julie Moss	31.03.2017

**9. Declaration**

Every reasonable effort has been made to eliminate or reduce any potential disproportionate impact on people sharing protected characteristics. The actual impact of the proposal / decision will be reviewed at the appropriate stage.

Review Date:	31.07.2016
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Name of Lead Officer for Equality Impact Assessment	Date
Steph O'Donnell	21.02.2016

**Please note you will be required to publish the outcome of the equality impact assessment if you identify a substantial likely impact.**

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