

Due Regard Statement

Please use this statement to evidence how 'due regard to' the three aims of the public sector equality duty has been made (section 149 of the Equality Act 2010) during the development of the 'policy'.¹

- Eliminate discrimination, harassment and victimisation and any other conduct prohibited by the ACT:
- Advance equality of opportunity between people who share a protected characteristic and people who do not share it; and
- Foster good relations between people who share a protected characteristic

Name of the 'policy':	<p>Pilot of a new model of social work and social care services for Gloucester City</p> <p><i>Please also refer to the officer delegated decision on Children & Young People's Social Worker Recruitment and Retention and accompanying Due Regard Statement available at: http://glostext.gloucestershire.gov.uk (select Delegated Officer Decisions in the menu on the left hand side)</i></p>
Person(s) responsible for completing this statement	Helen Price, Lead commissioner
Briefly describe the activity being considered including aims and expected outcomes	<p>The recruitment and retention of CYP social workers remains a business critical area for the local authority. Failure to recruit and retain sufficient social workers and managers places significant pressure on our child protection services and requires workload pressures to be covered by alternative means including the use of more expensive agency workers. The proposal is to radically reshape social work practice along the lines of the 'Hackney' model with small social work teams, 'pods', sharing cases and working in smaller geographical areas within the city. This would be piloted in Gloucester over a 2 year period. This would be accompanied by co-locating adult mental health, drugs and alcohol, and domestic abuse</p>

¹ For 'policy': any new and existing policy, strategy, services, functions, work programme, project, practice and activity. This includes decisions about budgets, procurement, commissioning or de-commissioning services, service design and implementation.

	<p>workers to provide intensive, specialist advice and intervention with high need families. The aim is both to resource the levels of need more appropriately but also to address retention issues by making Gloucester City the place to develop social work skills in a supportive environment.</p> <p>Anticipated outcomes include:</p> <ul style="list-style-type: none">• Better outcomes for children and families resulting from sustained improvements in practice• Lower turnover of social work staff – leading to decreased recruitment and agency staff costs• Reduced demand and repeat work for these teams – leading to decreased numbers of looked after children and reduced time in care and thus reduced costs <p>The decisions</p> <p>Actions:</p> <ol style="list-style-type: none">1. To agree to the piloting of this approach for a 2 year period in Gloucester City2. The Commissioning Director: Children and Families services to agree investment of £352k (over two years) to secure drug and alcohol and mental health support to teams3. To agree additional investment of £1,131k (over two years) to reshape the social work teams to become small social work teams (pods)
	<p>The implementation of this proposal will have positive and equal effect for all identified groups across the service.</p>

Documenting use of sufficient information

Please document below the data and information sources that you have used to understand the needs, participation and experiences of each protected group. Evidence must be gathered as the policy is developed and used to inform decisions.

Service user data

Service user data is an important source of evidence and should be collated as part of routine monitoring of in- house or external services. If service user data is not available record 'not known' and use the action plan to identify what improvement actions will be used to gather data going forward.

Service user diversity reports are available on our website and give an indication of service user participation across commissioning areas, for example adult residential services and youth services. It does not include participation data at individual service level.

Needs analysis

Gloucestershire population demographics data is available to understand the representation of different protected groups across the county and help with needs analysis. Data like this may also be also useful for benchmarking to identify under or over representation of a service by any of the protected groups. For example, a service is open to all residents and from monitoring you know that 2% of service users are disabled: However, demographic data indicate that 16.7% of Gloucestershire residents report having a disability or long term limiting illness. This finding can be used to explore if there are barriers to participation by residents with disabilities and how this can be addressed as part of the development of your 'policy'.

Data gaps

You may find that you have more information about some of the protected groups for example, gender, age, disability and less about others, for example, sexual orientation and religion and/or belief. If data is not available and you intend to start collating data about a protected characteristic please use the action plan to outline how this data will be collated. You can find equality monitoring guidance on our website including an equality monitoring template.

If you have no plans to start collating data about a protected characteristic please state the rational why.

Service information (if applicable) or Needs analysis (if applicable)

Who is responsible for delivering the service?	Service Manager Gloucester City – Lead Commissioner children and families	
Service user data/Needs analysis information		
Age	0-4	196
	5-9	170
	10-17	427
	Total	800
Disability	Number of children in need at 31 March 2012	800
	Number of whom have a disability recorded	123
	Percentage having a disability recorded	15.4
Sex	Male	456
	Female	337
	Unborn	7
Race (including Gypsy & Traveller)	White	580
	Mixed	78
	Asian or Asian British	31
	Black or Black British	24
	Other Ethnic Groups	32
	Refused/Not Obtained	55
Gender reassignment	This protected characteristic is currently not reported at team or service level	

Marriage & civil partnership	This protected characteristic is not reported for children who use this service. Families' marital status is recorded at individual care level but not reported at a macro level.
Pregnancy & maternity	7 Unborn babies were supported by these teams
Religion or Belief	This protected characteristic is currently not reported at team or service level
Sexual Orientation	This protected characteristic is currently not reported at team or service level

Other information

Workforce data

Please document details of GCC staff only if they will be affected by the proposed activity. This could include GCC staff transferring under TUPE to a new service provider, relocating, employment at risk. **GCC Workforce diversity reports** are available on our website.

If the proposed activity does not affect GCC staff, please state 'Not affected below'.

Total number of GCC staff affected	This proposal impacts upon all Social Workers, Senior Practitioners, Assistant Team Managers and Team Managers employed by the council in Children's Services at grades. opportunities will be open to all. For this purpose, the definition of a 'social worker' is an employee that is registered with HCPC, working in a local authority in a children's services department and working in a role that requires a social work qualification. As at 1.10.2013, the number of employees meeting this criterion is 214.																				
Age	Breakdown <table border="1" data-bbox="479 438 936 662"> <thead> <tr> <th>Age range</th> <th>Number</th> <th>%</th> </tr> </thead> <tbody> <tr> <td>16-25</td> <td>7</td> <td>3.3</td> </tr> <tr> <td>26-35</td> <td>60</td> <td>28.0</td> </tr> <tr> <td>36-45</td> <td>41</td> <td>19.2</td> </tr> <tr> <td>46-55</td> <td>82</td> <td>38.3</td> </tr> <tr> <td>56+</td> <td>24</td> <td>11.2</td> </tr> </tbody> </table>			Age range	Number	%	16-25	7	3.3	26-35	60	28.0	36-45	41	19.2	46-55	82	38.3	56+	24	11.2
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List all types of consultation that has taken place during the development of this activity. Include on-line consultations, events, meetings with stakeholders, community events, employee consultation exercises etc

Service users	<p>No Gloucester specific consultation activity directly undertaken, however national messages from families and evaluation of the 'Hackney model' would indicate the following¹</p> <ul style="list-style-type: none"> • Good communication was identified • Practice in relation to equality and diversity is very good • 85% of parents told us that they felt listened to by their social worker and that 75% of the time they thought that the social worker listened to their children. • They had been helped by their social worker in different ways
Workforce	<p>The social work team managers who will be involved have been consulted and are positive about these changes, seeing this as a positive opportunity to improve practice and support staff. Teams have identified that specialist support in relation to drug and alcohol misuse, mental health and domestic abuse issues will positively impact on their ability to support families and children.</p>
Partners	<p>Partners view this as an important opportunity to perhaps co-locate additional specialist staff within the new pods thus creating improved multi agency working and information sharing for families.</p>
External providers of services	<p>N/A</p>

¹ Reclaiming Social Work, Munro and Cross (2010)

Equality analysis: Summary of what the evidence shows and how has it been used

This section will allow you to outline how the evidence has been used to show 'due regard' to the three aims of the general equality duty. It is important that this consideration is thorough and based on sufficient information. Consideration should be relevant and proportionate.

- Eliminate discrimination
- Advance equality of opportunity
- Promote good relations..

Protected group	Challenge or opportunity considered and what we did
Age(A)	The changes to teams will apply to all staff irrespective of their age. These changes will positively impact on services for children
Disability (D)	The changes to teams will apply to all staff. The changes will apply to all service users who receive services from these teams. National evaluation indicates that improved practice in relation to equality and diversity has been observed
Sex (S)	The changes to teams will apply to all staff irrespective of their gender. The changes will apply to all service users who receive services from these teams. National evaluation indicates that improved practice in relation to equality and diversity has been observed ¹
Race (including Gypsy & Traveller)(R)	The changes to teams will apply to all staff irrespective of their race. The changes will apply to all service users who receive services from these teams. National evaluation indicates that improved practice in relation to equality and diversity has been observed ¹
Gender reassignment(GR)	The changes to teams will apply to all staff. The changes will apply to all service users who receive services from these teams.

Marriage & civil partnership (MCP)	The changes to teams will apply to all staff irrespective of their marital status. The changes will apply to all service users who receive services from these teams.
Pregnancy & maternity (PM)	The changes to teams will apply to all staff. The changes will apply to all service users who receive services from these teams.
Religion and/or Belief (RAOB)	The changes to teams will apply to all staff. The changes will apply to all service users who receive services from these teams. National evaluation indicates that improved practice in relation to equality and diversity has been observed ¹
Sexual Orientation(SO)	The changes to teams will apply to all staff irrespective of their sexual orientation. The changes will apply to all service users who receive services from these teams. National evaluation indicates that improved practice in relation to equality and diversity has been observed ¹

¹ Reclaiming Social Work, Munro and Cross (2010)

Strengthening actions: Planning for further improvements

Please outline here what actions are required for further improvements to address challenges or opportunities, for example:

- Arrangements for continued/new engagement with stakeholders, staff, service users
- Plans to close data gaps across any of the protected characteristics through reviewed contract management arrangements
- Identify other plans already underway to address the challenges or opportunities identified in this statement
- Share findings with partner organisations.

If none, state 'none' below.

Action Plan

Action	Who is accountable	Time frame
Monitor via Workforce Diversity Report 2014	Workforce Equalities Lead	Spring 2014
Review feedback provided in Annual Social Work Health Check 2013	Workforce Service lead / HR BP	Spring 2014
Monitor turnover via dashboard and Quality Plan	Workforce Service lead / HR BP	Ongoing - quarterly
Monitor recruitment/ vacancy levels	Workforce Service lead / HR BP	Ongoing – monthly
Service user evaluation of this new way of working will be part of the implementation plan	Project manager/service manager	bi annual
Partner agencies will be a key part of the steering group for this project	Project manager	quarterly

Monitoring and Review


Please indicate what processes/actions will be put in place to keep this 'activity' under review. For example will progress be monitored/ reported to a board, scrutiny committee, project board etc

Statistical data relating to staff is closely monitored on a quarterly basis for all social work staff to assess the effectiveness of the recruitment and retention initiatives. This will continue with particular emphasis being given to turnover levels.


The 2 year pilot as a whole will be closely monitored and evaluated. Lessons learnt in terms of effectiveness and impact will be an integral part of the project plan. Dissemination to improvement board, commissioning board, the multi agency stakeholder group and operational leadership team is planned.

Sign off and Scrutiny

By signing this statement off as complete you are confirming that 'you' have examined sufficient information across all the protected groups and used that information to show due regard to the three aims of the general duty. This has informed the development of the activity

Senior level sign off: 	Date: 10/12/13
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I am in agreement that sufficient information and analysis has been used to inform the development of this 'activity' and that any proposed improvement actions are appropriate and I confirm that I as the decision maker have been able to show due regard to the needs set out in section 149 of the Equality Act 2010.

Name of relevant Portfolio Holder/Cabinet Member: Cllr Paul McLain	
Signed by Portfolio Holder/Cabinet Member: 	Date:

Publication

If this statement accompanies cabinet paper it will be published as part of the cabinet report publication process. Statements accompanying cabinet reports are also published on our website. If this statement is not to be submitted with a cabinet paper please maintain a copy for your own records that can be retrieved for internal review and also in case of future challenge.