

SECTION 1 - DO I NEED AN EIA?

DO I NEED AN EIA?

Name of policy/activity:

Transitions from Children's Services into Adulthood

Please choose one of the following:

Is this a:

- New policy/activity?
- **Existing policy/activity** *
- Budget proposal/change for this policy/activity?
- Pilot programme or project?

Decision

Set out the rationale for deciding whether or not to proceed to an Equality Impact Assessment (EIA)

This policy involves transitions planning for young people with universal support needs and those with more complex needs, including Looked After Children and Care Leavers. The policy refers to a number of procedures and services and the need for collaborative partnership working, with the young person at the centre. There is a potential for impact on all children/young people who are supported under this policy.

For that reason they require an Equality Impact Assessment.

Date of Decision: 24/01/2021

If undertaking an EIA please continue onto the Section 2. If not, pass this signed form to the Equalities Officer.

Assessment undertaken by (Garry Macdonald, Commissioning & Performance Officer, Policies & Procedures, Adult Social Care)

Director or Head of Service	Joyce Johnston, Head of Service (Children & Families)
Lead Officer for developing the policy/activity	Jennifer Gordon, Corporate Parent and Commissioning Manager Children & Families and Criminal Justice Social Work Charles McKerron, Service Manager

<p>Other people involved in the screening (this may be council staff, partners or others i.e contractor or community)</p>	<p>Morag Smith, Senior Solicitor, Jayne Gerrard, Transitions Social Worker Natalie Innes Campbell Transitions Social Worker Marie Burnell, Learning Disabilities Team Manager, Jane Mackie, Head of Adult Services Sarah Marshall, and Helena Jones Additional Support Needs Officers Jackie Stevenson Head teacher SEBN Craig fowler principle education psychologist Jean Massie, Team Manager Gillian McIntosh, Consultant Practitioner Donna Borek, team manager David Munro – housing manager</p>
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SECTION 2: EQUALITY IMPACT ASSESSMENT

Brief description of the affected service

1. Describe what the service does:

This policy focuses on the transitions for young people moving between receipt of support from children's services to other care/support (where appropriate, required and/or eligible) including continuing care, support from adult services, and between young person and adult status.

The overall aim of the policy is to support effective and reliable planning and review processes for individual service users, including young people with additional support needs (ASN) to ensure that the transition from adolescence to adulthood and from children's to other support/services, including adult services, is as smooth as possible.

The policy is designed to assist the assessment of need and the planning and targeting of resources, to those young people eligible for further support when transitioning from children's services including continuing care and adult services.

Specific Objectives of the Policy is that –

- a) Eligible transitional needs are anticipated in time to enable effective planning to meet those needs.
- b) Eligible transitional needs are met, to the greatest extent that resources permit.
- c) Young people requiring support are enabled, to the greatest extent possible, to achieve their personal outcomes that focus on independent living skills using the Progression Model.
- d) Uncertainties for young people, their parents and carers and service providers as to who will do, provide or pay for what, under what circumstances, are minimised.
- e) Care Experienced Children and Young people and Care Leavers receive the

same quality of support from Partners as they would from a supportive parent throughout the period of transition¹.

This policy applies to: all relevant staff within Health and Social Care Moray, Children & Families & Criminal Justice Services, Education, Communities & Organisational Development Services and other Moray Council Services.

2. Who are your main stakeholders?

- Children & Young People including Looked After Children & Young People and Care Leavers
- Their parents, carers and guardians (and Independent Advocates)
- Children & Families, Education and Additional Support Needs (ASN) Service Managers, Team Managers, Consultant Practitioners, Advanced Practitioners, Social Workers and Care Officers
- Transition Social Workers
- Adult Social Care Service Managers, Team Managers, Consultant Practitioners, Advanced Practitioners, Social Workers and Care Officers
- Other council and external partners such as the Housing Department
- NHS Grampian colleagues where health needs/assessments/support are Present/required - including communication support through Speech & Language Therapy

3. What changes as a result of the proposals? Is the service reduced or removed?

The service is neither reduced nor removed. It is more likely to be extended through increased knowledge of transition support and how to access it. This is an update to the policy to account for the fact that not all transitions involve support from/eligibility to adult social care support. It is now a wider policy relating to various pathways during transition from children's services. It also accounts for recommendations made by the Scottish Public Services Ombudsman in relation to a Complaints Investigation Report.

4. How will this affect your customers?

This policy should enhance the transition process, by placing the young person at the centre, and be based on collaborative and cooperative partnership working, by all who constitute the team around the child. This will increase demand for the service as young people and their parents/carers will have increased knowledge of transition support and services and how to access this. This will be monitored (team meetings, performance data, complaints etc.) regarding resources available to meet increased demand for transition support and the impact on outcomes for young people, their parents and carers. The updated policy clarifies that Transitions to adulthood are part of the wider Moray Child Planning Process. It also clarifies the support/information that should be provided to children/young people, their parents and representatives whether or not they are eligible for further support (including adult social care support) when transitioning from children's services.

¹ Corporate Parenting Strategy <http://www.yourmoray.org.uk/downloads/file116360.pdf>

5. Please indicate if these apply to any of the protected characteristics		
Protected groups	Positive impact	Negative impact
Race		
Disability	√	
Carers (for elderly, disabled or minors)	√	
Sex		
Pregnancy and maternity (including breastfeeding)		
Sexual orientation		
Age (include children, young people, midlife and older people)	√	
Religion, and or belief		
Gender reassignment		
Inequalities arising from socio-economic differences		
Human Rights	<p>Article 8 - Respect for your Private & Family Life, home and correspondence (with regard to assessment, planning, provision/management of support and location of support), Protocol 1: Article 1 – Right to Peaceful Enjoyment of your Property and Article 14 - Protection from Discrimination on the grounds of disability (i.e. when allocating resources to meet personal outcomes for adults with additional support needs).</p> <p>Article 6 - Right to a Fair Trial (linked to the right to appeal a decision/make a complaint and receive an explanation/decision)</p> <p>https://www.equalityhumanrights.com/en/human-rights/human-rights-act</p> <p>Whether and when human rights are engaged or breached would be decided on a case by case basis depending on the circumstances of each individual case.</p>	

6. Evidence. What information have you used to make your assessment?

Performance data	
Internal consultation	√
Consultation with affected groups	√
Local statistics	
National statistics	
Other	

7. Evidence gaps

Do you need additional information in order to complete the information in the previous questions?

None identified

8. Mitigating action

Can the impact of the proposed policy/activity be mitigated? Yes

Please explain

No negative impact was noted as the policy is designed to assess, plan for and support transitions to adulthood and provide support/information to children/young people and their parents, carers and representatives whether they are eligible or otherwise for further or ongoing support.

In the case of adult care that would include, where there is no eligibility to ongoing support, support at tier 1 and tier 2 of the Three Tier Model, advice, information, signposting to appropriate support and services and in some cases time-limited, intensive support such as reablement to assist young people/adults to regain or retain skills/abilities for independent living.

It is likely to extend the service with more young people accessing transition support through increased knowledge of transition support and how to access it, more knowledge about their rights and increased staff awareness and training. This increase in service demand will be considered and monitored when targeting resources to ensure effective support, reliable planning and review processes for individual service users.

9. Justification

If nothing can be done to reduce the negative impact(s) but the proposed policy/activity must go ahead, what justification is there to continue with the change?

No negative impacts identified

What is the aim of the proposal?

This policy focuses on the transitions for young people moving between receipt of support from children's services to other care/support (where appropriate, required and/or eligible) including support from adult services, and between young person and adult status.

The overall aim is to support effective and reliable planning and review processes for individual service users, including young people with additional support needs (ASN) to ensure that the transition from to adulthood and from children's to other support/services, including adult services, is as smooth as possible.

The policies are designed to assist the assessment of need and the planning and targeting of resources, to those young people eligible for further support when transitioning from children's services.

Specific Objectives of the Policy are that –

- a) Eligible transitional and ongoing support needs are anticipated in time to enable effective planning to meet those needs.
- b) Eligible transitional and ongoing support needs are met, to the greatest extent that resources permit.
- c) Young people requiring ongoing support are enabled, to the greatest extent possible, to achieve their personal outcomes that focus on independent living skills using the Progression Model.
- d) Uncertainties for young people, their parents and carers and service providers as to who will do, provide or pay for what, under what circumstances, are minimised.
- e) Care Experienced Children and Young people and Care Leavers receive the same quality of support from Partners as they would from a supportive parent throughout the period of transition².

Have you considered alternatives?

Yes. The alternative was to leave the Policy as it was (previously the Transition to Adult Services Policy) however, that would have left the Policy as being too narrow since not all transitions from children's services involve ongoing support from adult care services (either due to not having adult social care needs or having eligibility). The updated policy was required to reflect updates in service development, [legislation](#) and [regulations](#) and to take account of SPSO recommendations relating to transitions to adulthood.

² Corporate Parenting Strategy <http://www.yourmoray.org.uk/downloads/file116360.pdf>

SECTION 3 CONCLUDING THE EIA

Concluding the EIA

1. No negative impacts on any of the protected groups were found.	√
2. Some negative impacts have been identified but these can be mitigated as outlined in question 8.	
3. Negative impacts cannot be fully mitigated the proposals are thought to be justified as outlined in question 9.	
4. It is advised not to go ahead with the proposals.	

Decision

Set out the rationale for deciding whether or not to proceed with the proposed actions:

The policy changes are all positive in that the Policy is now wider to account for all pathways/transitions to adulthood whether to adult services or other support or services (where required, eligible and appropriate). It also accounts for SPSO recommendations in relation to assessments, planning and transitions from children's services, including continuing care. It also updates legislation and regulations relating to Looked After Children & Young People, continuing care and support for care leavers.

Date of Decision: 24/01/2021

Sign off and authorisation:

Service	Children & Families and Criminal Justice Services
Department	In this context: Children & Families Services but the policy links to wider services
Policy/activity subject to EIA	Transition from Children's Services into Adulthood
We have completed the equality impact assessment for this policy/activity.	Name: Garry Macdonald Position: Commissioning & Policy Officer, Adult Social Care, Policies & Procedures Date:
Authorisation by head of service or director.	Name: Joyce Johnston Position: Head of Service (Children and Families) Date:
Please return this form to the Equal Opportunities Officer, Chief Executive's Office.	