

### Appendix 3 Equalities Impact Assessment

<b>POLICY/PROPOSAL:</b>	Targeted Mental Health and Emotional Well-being Service for Children and Young People in Identified Vulnerable Groups
<b>DEPARTMENT:</b>	Children and Young People
<b>TEAM:</b>	Commissioning and Resources, Forward Planning, Performance and Partnerships Service
<b>LEAD OFFICER:</b>	Shirley Parks
<b>DATE:</b>	20 June 2019

*NB: Please ensure you have read the accompanying EA guidance and instructions in full.*

#### SECTION A – INITIAL SCREENING

1. Please provide a description of the policy, proposal, change or initiative, and a summary its objectives and the intended results.

Under the Children Act 2004, Section 10, Local Authorities are required to co-operate with others in promoting the well-being of children in the authority's area. Under Section 11 of the Children Act 2004 the local authority is required to have regard to the need to safeguard and promote the welfare of children whenever it carries out any act or makes any decision.

Statutory guidance for local authorities, Clinical Commissioning Groups (CCGs) and NHS England, March 2015, states that the corporate parenting responsibilities of local authorities include a duty (under section 22(3)(a) of the Children Act 1989) to safeguard and promote the emotional, mental health and physical welfare of the children they look after.

The Local Authority, Brent CCG and schools currently commission mental health and emotional well-being services for children and young people through a number of contracts. The Local Authority contracts that are proposed for change as follows:

<b>Commissioner</b>	<b>Contract</b>	<b>Incumbent provider</b>	<b>Contract end date</b>
Local Authority	Early intervention school based mental health support for vulnerable groups	Anna Freud	31 <sup>st</sup> September 2019
Local Authority	Targeted Mental Health Services in schools (TaMHS) commissioned on behalf of 7 schools to provide support for children aged 5 to 16 and their families.	CNWL	30 <sup>st</sup> July 2019

The current delivery model has been successful at supporting a range of vulnerable children and young people. However, the nature of the current contracts means that not all vulnerable children and young people can access a service (for example, if they do not meet the determined criteria for each contract) and there is also a risk of duplication. Furthermore, the services are restricted to school aged children and young people.

The proposed new model will prototype a mental health and emotional wellbeing service supporting children and young people aged up to 18, within identified priority groups, or up to 25 for young people with special education needs or disabilities in an education setting. The service will operate a central triage referral system for assessing need and referring children and young people in identified vulnerable groups to targeted emotional health and well-being clinical support or signposting to other services according to need.

The new targeted service will be preventative, aimed at the effective early targeting of help to vulnerable children and young people requiring mental health support and emotional wellbeing to prevent escalation to specialist CAMHS services. The aim is to increase the number of children and young people accessing support.

The new service will be closely aligned to the Brent Emotional Health and Wellbeing service for children with disabilities and looked after children to ensure that across commissioned services the following groups of vulnerable children and young people have access to targeted mental health interventions:

- LAC, care leavers and children on child protection plans
- Children with disabilities
- Children and young people with SEMH as a primary need identified in their EHCP
- Children and young people at risk of permanent exclusion
- Children and young people on the edge of care who are subject to or at risk of multiple vulnerabilities, including CSE, gang affiliation, domestic violence or missing education
- Young Carers

The current Targeted Mental Health in schools (TaMHs), that a small number of schools contract into (7 in 2018/19), will cease. These schools will be supported to commission new services directly, as do the majority of schools in Brent. All schools will be able to refer children and young people to the new service and will be informed about how to do so. In addition, the new service will provide a universal offer of two thematic training day per academic year to help schools meet the mental health needs of children and young people. As part of the universal offer, a telephone help line will also be delivered weekdays from 9am to 5pm to offer support and guidance to families, children and young people, schools and other professionals. The helpline will also signpost to the most suitable/appropriate support pathways.

The expected outcomes of the proposed new model are:

- Children and young people are happy, healthy and thrive.
- Children and young people and their families have the opportunity to reach their full potential.

The service approach is in line with the Thrive model that has been adopted in Brent. The newly commissioned service will include an integrated operating protocol between the Council's provider and Brent CCG's provider to ensure:

- A seamless service that reduces potential duplication
- A service that meets the needs of targeted and vulnerable populations
- Clear gateway/"triage" processes to ensure timely access and prioritisation of targeted vulnerable children and young people aged 0-18 and up to 25 years with an EHCP.
- Rapid advice and support and signposting to appropriate services
- Improve the efficiency of how children and young people's mental health services are organised, commissioned and delivered.
- A focus on early identification, intervention and prevention - as part of a continuum of service delivery offering training, consultation and advice to professionals and families and carers.

2. Who may be affected by this policy or proposal?

Children and Young People aged 0-18 and 18-25 with an EHCP  
 Parents/Carers  
 Schools  
 Practitioners working with Children and Young People

3. Is there relevance to equality and the council's public sector equality duty? If your answer is no, you must provide an explanation.

Yes

4. Please indicate with an "X" the potential impact of the policy or proposal on groups with each protected characteristic. Carefully consider if the proposal will impact on people in different ways as a result of their characteristics.

Characteristic	IMPACT		
	Positive	Neutral/None	Negative
Age	X		
Sex		X	
Race		X	
Disability		X	
Sexual orientation		X	
Gender reassignment		X	

Religion or belief		<b>X</b>	
Pregnancy or maternity		<b>X</b>	
Marriage		<b>X</b>	

5. Please complete **each row** of the checklist with an “X”.

<b>SCREENING CHECKLIST</b>		
	<b>YES</b>	<b>NO</b>
Have you established that the policy or proposal <i>is</i> relevant to the council's public sector equality duty?	<b>X</b>	
Does the policy or proposal relate to an area with known inequalities?		<b>X</b>
Would the policy or proposal change or remove services used by vulnerable groups of people?		<b>X</b>
Has the potential for negative or positive equality impacts been identified with this policy or proposal?	<b>X</b>	
<b>If you have answered YES to ANY of the above, then proceed to section B.</b> <b>If you have answered NO to ALL of the above, then proceed straight to section D.</b>		

## SECTION B – IMPACTS ANALYSIS

1. Outline what information and evidence have you gathered and considered for this analysis. If there is little, then explain your judgements in detail and your plans to validate them with evidence. If you have monitoring information available, include it here.

The service will contribute to the following mental health and emotional wellbeing goals, aligned with the broader aims of Brent Council and CGG Health and Wellbeing Strategy:

- Promoting resilience, prevention and early intervention
- Improving access to effective support – a system without tiers or barriers
- Caring for the most vulnerable children and young people
- Developing the workforce.
- Staff wellbeing – confident and emotionally well staff thrive

The Young People's Mental Health and Wellbeing Local Transformation Plan, that was developed across north-west London in October 2015, outlines objectives and actions agreed between Brent Council and Brent Clinical Commissioning Group to improve local services. The ambition is to ensure that by 2021 every child and young person in Brent can access appropriate needs-based and person-centred mental health and emotional wellbeing support that significantly improves outcomes. The Local Transformation Plan identifies that in 2021 Brent will have around 7,500 children and young people aged under 18 years in need of help with emotional resilience.

The current early intervention school based mental health service for vulnerable groups (currently delivered by Anna Freud) works each term with up to 30 children with Special Educational Needs and Disabilities (SEND) or with an Education Health and Care Plans (EHCP), looked after children and children known to other council services who are exposed to trauma including domestic violence, sexual exploitation, drugs and alcohol abuse, gang involvement or bereavement. The Targeted Mental Health Services in schools (TaMHS) commissioned on behalf of 7 schools to provide support for children aged 5 to 16 and their families received 165 new referrals in 2017/18.

The new service is designed to identify and work with children and young people who would benefit from early mental health and emotional wellbeing interventions and, by providing support at the earliest opportunity, will seek to reduce escalation to specialist services. The service will provide families/carers with strategies to support their children and will equip them with the relevant tools and aids to allow them to manage their needs more effectively. The new service will also support children and young people who would benefit from referral to specialist services through early identification of their needs.

2. For each “protected characteristic” provide details of all the potential or known impacts identified, both positive and negative, and explain how you have reached these conclusions based on the information and evidence listed above. Where appropriate state “not applicable”.

<b>AGE</b>	
<b>Details of impacts identified</b>	<p>The service seeks to improve the mental health and emotional wellbeing of children and young people in identified vulnerable groups and to identify children with additional need who would benefit from referral to specialist services. The new service will ensure that targeted groups of vulnerable children and young people have their mental health and emotional wellbeing needs met as appropriate regardless of their age.</p> <p>Current contracts only support children of statutory school age. The aim of the new Targeted Mental Health and Emotional Wellbeing service is a fully integrated model covering the 0-25 age range. The new targeted service will support children and young people aged 0 to 18, or up to 25 with an EHCP, within priority groups who have been identified through a central triage system as having emotional health and well-being needs. The model will deliver a universal and targeted offer to all Brent schools.</p> <p>Children and young people will benefit from a model that:</p> <ul style="list-style-type: none"> <li>• Reduces duplication and any confusion about referrals</li> <li>• Provides a clear gateway/“triage” processes to ensure timely access and prioritisation of targeted vulnerable children and young people</li> <li>• Provides rapid advice and support and signposting to appropriate services</li> </ul>
<b>DISABILITY</b>	
<b>Details of impacts identified</b>	<p>The commissioned Mental Health and Emotional Wellbeing service will deliver a fully integrated model covering the 0-25 age range. The new targeted service will support children and young people aged 0 to 18, or up to 25 with a Special Educational Need or Disability, within priority groups who have been identified through a central triage system as having emotional health and well-being needs.</p> <p>The service seeks to improve the children’s mental health and emotional wellbeing through direct work regardless of any disability and to identify children with additional needs who would benefit from referral to specialist services.</p>

<b>RACE</b>	
<b>Details of impacts identified</b>	The service will impact equally upon all children and young people and their parents/carers regardless of race.
<b>SEX</b>	
<b>Details of impacts identified</b>	The changes will impact equally upon all children and young people and their parents/carers regardless of their gender
<b>SEXUAL ORIENTATION</b>	
<b>Details of impacts identified</b>	The changes will impact equally upon all children and young people and their parents/carers regardless of sexual orientation
<b>PREGANCY AND MATERNITY</b>	
<b>Details of impacts identified</b>	The service is fully inclusive and aims to improve outcomes for all children and young people and their families.
<b>RELIGION OR BELIEF</b>	
<b>Details of impacts identified</b>	The service will impact equally upon all children and young people and their parents/carers regardless of religion or belief.
<b>GENDER REASSIGNMENT</b>	
<b>Details of impacts identified</b>	The service will impact equally upon all children and young people and their parents/carers regardless of Gender assignment.
<b>MARRIAGE &amp; CIVIL PARTNERSHIP</b>	
<b>Details of impacts identified</b>	The service is fully inclusive and aims to improve outcomes for all children and young people and their parents and carers.

3. Could any of the impacts you have identified be unlawful under the Equality Act 2010?

No

4. Were the participants in any engagement initiatives representative of the people who will be affected by your proposal and is further engagement required?

Consultation has taken place with a wide range of stakeholders, including children and young people and parents/carers, and this has informed development of the specification. Parent/Carer representation has been through the Children's Trust Joint Commissioning workstream well as through the Brent Parent/Carer Forum, Brent Health Partners Forum and Healthwatch. A programme of mental health and

emotional wellbeing needs and disabilities engagement workshops has taken place with parents and carers and young people to capture their views in the development of services. Further engagement is planned with schools about the development of additional services in response to the government's Green Paper *Transforming Children and Young People's Mental Health Provision*.

5. Please detail any areas identified as requiring further data or detailed analysis.

N/A

6. If, following your action plan, negative impacts will or may remain, please explain how these can be justified?

This new service will align with other mental health and well-being services to reduce duplication in the system.

7. Outline how you will monitor the actual, ongoing impact of the policy or proposal?

The new service will prototype new ways of working and will be subject to evaluation to inform future commissioning. Robust contract monitoring processes will be put in place to monitor outcomes and impacts and to inform future service delivery. This will include regular feedback from service users, monitoring complaints and compliments received, service data analysis and contract monitoring meetings. The Commissioning Team hosts a quarterly stakeholder meeting which will review service effectiveness and impact to inform contract monitoring meetings and to drive continuous service improvement.

## **SECTION C - CONCLUSIONS**

Based on the analysis above, please detail your overall conclusions. State if any mitigating actions are required to alleviate negative impacts, what these are and what the desired outcomes will be. If positive equality impacts have been identified, consider what actions you can take to enhance them. If you have decided to justify and continue with the policy despite negative equality impacts, provide your justification. If you are to stop the policy, explain why.

The new provider will be required to maintain diversity monitoring information which will be reviewed as part of the quarterly contract monitoring processes and will inform the future planning of services.

A programme of engagement workshops has taken place to ensure families/carers/key stakeholders are helping to shape the development of services, and this will continue to sustain a co-production approach with parents/carers and key stakeholders to enhance and improve services. Recommendations have been built into the development of the service specification and the planned integrated service delivery model.

The Brent Local Offer is under review with the Brent Parent Carer Forum on the suitability of presentation, content and format. Information on this new service will be included with the aim of ensuring that families can access the right information in the right way to support easy access to the services they need.

#### SECTION D – RESULT

<i>Please select one of the following options. Mark with an "X".</i>		
<b>A</b>	<b>CONTINUE WITH THE POLICY/PROPOSAL UNCHANGED</b>	<b>X</b>
<b>B</b>	<b>JUSTIFY AND CONTINUE THE POLICY/PROPOSAL</b>	
<b>C</b>	<b>CHANGE / ADJUST THE POLICY/PROPOSAL</b>	
<b>D</b>	<b>STOP OR ABANDON THE POLICY/PROPOSAL</b>	

#### SECTION E - ACTION PLAN

This will help you monitor the steps you have identified to reduce the negative impacts (or increase the positive); monitor actual or ongoing impacts; plan reviews and any further engagement or analysis required.

<b>Action</b>	<b>Expected outcome</b>	<b>Officer</b>	<b>Completion Date</b>
Establish a clear implementation plan, communications plan and contract review plan, working with stakeholders	To ensure effective mobilisation of the new service	Tanuja Saujani	September 2019

#### SECTION F – SIGN OFF

Please ensure this section is signed and dated.

<b>OFFICER:</b>	Tanuja Saujani
<b>REVIEWING OFFICER:</b>	
<b>HEAD OF SERVICE:</b>	Shirley Parks