

EQUALITY ANALYSIS (EA)

POLICY/PROPOSAL:	Targeted Mental Health and Emotional Well-being Service for Children and Young People in Identified Vulnerable Groups.
DEPARTMENT:	Children and Young People
TEAM:	Commissioning and Resources, Forward Planning, Performance and Partnerships Service
LEAD OFFICER:	Shirley Parks
DATE:	10 th June 2021

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.

This EA is in relation to the commissioning of a contract for a Targeted Mental Health and Emotional Wellbeing Service for Children and Young People in Identified Vulnerable Groups.

Under the Children Act 2004, Section 10, local authorities are required to co-operate with others in promoting the wellbeing 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.

The council currently has a contract for the provision of a Targeted Mental Health and Emotional Wellbeing Service for Vulnerable Children and Young People delivered by the Anna Freud Centre for a period of 24 months from 1 October 2019 to 30 September 2021.

The current contract with the Anna Freud Centre was established as a pilot of targeted preventative services, aimed at the effective early targeting of help to vulnerable children and young people who require mental health and emotional wellbeing support to prevent escalation to specialist CAMHS services. The aim of the service, which is known as the Wellbeing and Emotional Support Team (WEST), is to increase the number of children and young people accessing appropriate early support. The service is targeted at priority groups including Looked After Children, children with disabilities, children and young people with social, emotional and mental health needs, children and young people at risk of exclusion from school or alternative provisions and children and young people who are at risk of multiple vulnerabilities including child sexual exploitation, gang affiliation, domestic violence. The service also provides support, clinical advice and training for professionals working directly with children, young people and their families and two thematic training sessions a year for Brent schools.

The proposed contract would test an expanded service model which has been developed to meet emerging need in the context of COVID-19. This would build on the success of the pilot model which has been supporting young people who might otherwise have been escalated to specialist CAMHs. Additional capacity for more clinical psychologist input would support more vulnerable children and young people presenting with higher levels of need than the current service is able to provide and would enable the service to reach an increased number of children and young people.

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
- 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 staff and carers in universal service settings.

The proposed contract would realise the following benefits:

- The service would meet increasing demand, including emerging needs as a direct or indirect result of the pandemic.
- Through the service, the LA would meet statutory duties to support children and young people through good quality provision.
- Continuity of services for children and young people in targeted vulnerable groups would be provided.
- Further testing of the service would inform future delivery models and pathways for mental health and emotional wellbeing developed in partnership with health partners.

Children and Young People
 Parents/Carers/guardians
 Schools and other education settings
 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		X	
Pregnancy or maternity		X	
Marriage		X	

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

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

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 following Mental Health and Emotional Well-being goals, aligned with the broader aims of Brent Council and NWL CGG Health are: a) Promoting resilience, prevention and early intervention; b) Improving access to effective support – a system without tiers or barriers c) Caring for the most vulnerable children and young people ; d) Developing the workforce and e) 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 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.

This new service is intended to provide support at the earliest opportunity to reduce escalation to specialist services and provide families/carers and professionals with strategies to support the mental health and wellbeing of children and young people. Services are therefore designed to reduce any adverse impact on children and young people by identifying and working with children and young people who would benefit from early mental health and emotional wellbeing interventions.

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”.

AGE	
Details of impacts identified	The service will provide for children and young people aged 4-18 and up to 25 for those with a Special Educational Need or Disability in the identified target groups who have an emotional health need and will impact equally on all children and young people irrespective of age in these groups.
DISABILITY	
Details of impacts identified	The service will provide for children and young people aged 4-18 and up to 25 for those with a Special Educational Need or Disability in the identified target groups who have emotional health need and will impact equally on all children and young people irrespective of disability.

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

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 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?

Robust contract monitoring processes will be put in place to monitor outcomes and impacts and to inform future delivery. This includes regular feedback from service users, monitoring complaints and compliments received, service data analysis and contract monitoring meetings.

A Brent Children and young People's WellBeing Group has been established with a wide range of stakeholder meeting which will review all mental health and wellbeing provisions and will support 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.

Any 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.

Consultation and engagement with stakeholders will continue to sustain a co-production approach with parents/carers and key stakeholders to enhance local services.

SECTION D – RESULT

Please select one of the following options. Mark with an "X".

A	CONTINUE WITH THE POLICY/PROPOSAL UNCHANGED	X
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B	JUSTIFY AND CONTINUE THE POLICY/PROPOSAL	
C	CHANGE / ADJUST THE POLICY/PROPOSAL	
D	STOP OR ABANDON THE POLICY/PROPOSAL	

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.

Action	Expected outcome	Officer	Completion Date
Establish a clear implementation plan and contract review plan, working with the stakeholders	To mitigate negative impacts	Tanuja Saujani	September 2021

SECTION F – SIGN OFF

Please ensure this section is signed and dated.

OFFICER:	Tanuja Saujani
REVIEWING OFFICER:	
HEAD OF SERVICE:	Shirley Parks