

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:	29 December 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 Equalities Analysis 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 Section 10 of the Children Act 2004, 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 Children and Young People in Identified Vulnerable Groups with the Anna Freud Centre which expires on 30 September 2022.

The provision was established as a pilot of a targeted preventative service, 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. Demand for the service is high and the impact of the pandemic saw an increase in need.

The new commissioned service will build on the success of the prototype and provide:

- a targeted mental health and emotional wellbeing service supporting children and young people aged up to 18, within identified priority groups, or up to 25 for children and young people with Social Emotional Mental Health (SEMH) as a primary need identified in their SEND Support or Education, Health and Care Plan aimed at the effective early targeting of help to vulnerable children and young people requiring mental health support.
- a central triage referral system for assessing need and then either referring children and young people to the targeted emotional health and wellbeing clinical support provided by the service or signposting to other services, according to assessed need.
- An evidence-based intervention programme that will include assessment, diagnosis, and treatment through a range of therapeutic interventions;
- a range of therapeutic interventions, including psychosocial intervention, relapse prevention advice, cognitive behaviour therapy, coping and social skills training,

motivational intervention, short-term family support interventions and art or drama therapy delivered by a range of qualified practitioners

- advice, training and case conferencing for professionals working with children and young people
- thematic training opportunities for all Brent schools each academic year
- a telephone helpline for professionals, families and young people for queries, advice, information and signposting, during the hours of 9am and 5pm from Monday to Friday
- A service operating from both school and non-school settings, with flexibility to operate from locations within the community that are comfortable and accessible for individual children and young people
- A Single Point of Access (SPA) for all referrals, which will be from professionals working with children and young people, social workers, schools, parents and self-referrals.

The service approach will be in line with the Thrive model that has been adopted in Brent and will be part of a continuum of support for children and young people delivered by the health economy. The aim is to improve the efficiency of how children and young people’s mental health services are organised, commissioned and delivered and to reduce any potential duplication in provision. To this end there needs to be:

- A 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
- 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 development of the proposed service has been informed by the Brent Borough Plan 2018-2023; the Brent Black Community Action Plan 2020; The Brent Poverty Commission Report 2020; The Brent Youth Strategy 2021-23; the Brent SEND Strategy 2021-25 and consultation undertaken during 2021 for a new Brent Health and Wellbeing Strategy.

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

Children and Young People
 Parents/Carers/guardians
 Schools and other education settings
 Practitioners and professional 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 proposed service builds on a pilot service that has achieved positive outcomes for children and young people. The service is aimed at early intervention to support children's mental health and wellbeing to prevent escalation to specialist services. The service will also provide families/carers and professionals with strategies to support the mental health and wellbeing of children and young people.

The service will support delivery of the following mental health and emotional well-being goals:

- 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 ambition of Brent Council and the NWL Clinical Commissioning Group 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. Demand for services in Brent is high. 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.

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 service will impact equally upon all children and young people and their parents and carers regardless of their gender
SEXUAL ORIENTATION	
Details of impacts identified	The service will impact equally upon all children and 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 been undertaken with a range of stakeholders in different forums to identify any gaps in service provision to inform service development. Future service design and service improvements have been informed by recent consultation with children and young people and their families in relation to the new SEND Strategy 2021-25, the Youth Strategy 2021-23 and the new Health and Wellbeing Strategy, feedback from children, families and professionals on the pilot service, and feedback from Brent Young People Thrive and Brent Young Foundation. Consultation and feedback has provided useful insights into concerns about mental health and wellbeing.

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 that involves partner organisations will continually review all mental health and wellbeing provisions to support service and system improvements.

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

SECTION D – RESULT

<i>Please select one of the following options. Mark with an "X".</i>		
A	CONTINUE WITH THE POLICY/PROPOSAL UNCHANGED	X
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 stakeholders	To mitigate negative impacts of a change in service delivery	Tanuja Saujani	September 2023

SECTION F – SIGN OFF

Please ensure this section is signed and dated.

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