

Equality Impact Assessment



Hampshire
County Council

Replacement framework agreement for Children's Residential Care.

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Department: Children's Services
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Description of current service/policy

The service will provide residential care for children and young people with challenging behaviour or who have disabilities with complex healthcare needs, who may have experienced placement breakdowns, abuse, neglect and loss and will be emotionally vulnerable. Providers must be able to provide specialist placements for step down from Residential placements or reunification (with family); staff must be experienced and skilled and able to provide additional support to ensure successful transitions and build resilience of children and young people and their family where relevant.

Geographical impact: All
Hampshire

Description of proposed change

This tender will result in the establishment of a framework agreement for Children's Residential Care. The framework will be a replacement for the current framework.

The current provision is a mix of in house and placements commissioned through the private and independent sector. The new model will be the same as the current delivery so there will be no impact on staff.

Impacts of the proposed change

This impact assessment covers Service users

Engagement and consultation

Has engagement or consultation been carried out? Yes

Provider consultation has been on going since July 2017. The purpose of this is to prime providers for the services that we will be seeking to commission and to ensure that they are engaged in the process so that the resulting framework meets the needs of children and young people.

Service Managers with the responsibility for making placements for children and young people have been consulted with to ensure that the range of services commissioned will meet the needs of children and young people who require residential care.

Statutory considerations	Impact	Mitigation
Age: Positive	The new framework will be targeted at providers in Hampshire with the expectation that the Council will have access to an increased number of placements in Hampshire and the surrounding areas. This will have a positive impact on children as being placed in or near the area that they have been living in has much better outcomes for them than being placed further away.	
Disability: Positive	The new framework will set out clear expectations on providers who are able to provide placements for children with a disability including access to resources and activities and contact with their family. The new framework sets out the Council's expectations that providers will support, where appropriate, opportunities for children to move from their residential home to foster care or to return home.	
Sexual orientation: Neutral		
Race: Neutral		
Religion and belief: Neutral		
Gender reassignment: Neutral		

Gender: Neutral		
Marriage and civil partnership: Neutral		
Pregnancy and maternity: Neutral		
Other policy considerations	Impact	Mitigation
Poverty: Positive	Children who are looked after by the Council have often experienced abuse, neglect and loss and may demonstrate offending and/or challenging behaviours or be emotionally vulnerable. By establishing contracts with an outcome orientated approach and working in partnership with local residential providers we will be able to maximise the flexibility within the contractual arrangements we will be able to respond to the changing needs of children and adapt the support services to meet their needs. This will improve placement stability which will lead to better outcomes for children.	
Rurality: Positive	The new framework may have a positive impact on rurality, by encouraging local providers to tender which will better meet our needs in terms of sufficiency (providing Hampshire placements for Hampshire children). This is the aspiration for the framework, but until we have been through the tender process we do not know whether this will be achieved.	

Any other information

Hampshire County Council has established a Placements Strategy which aims to reduce competition between the Council and providers by clearly defining focus and priority for the

Council's in house residential services. As a result, the Council will be clearer with providers regarding those placements that will be available to them through targeted contracts. The Council's strategy focuses on creating contracts with outcome orientated approaches to high cost, specialist placements; working with local providers; providing flexibility within arrangements to adapt approaches to meet the needs of individuals; and having more open and flexible arrangements with cost breakdown to enable a clear understanding of individual placement costs. This Framework will set an expectation that the experience, qualifications and skills of staff is equivalent to the Council's in house services and that the assessment, training and support is also comparable. This will ensure that providers are able to meet the needs of children and young people with challenging behaviour or with disabilities and complex healthcare needs. All approvals in respect of spend and the design of the service have been granted.