

Appendix 1 -

Equality Impact Assessment:

Initial assessment

What are the proposed outcomes of the policy?

It is a statutory duty for Local Authorities to offer a range of Short Breaks to children/young people with disabilities and/or complex needs and their families (Children Act 1989 and Breaks for Carers of Disabled Children Regulations 2011).

The current contracts within PCC Community Short Breaks offer are due to expire end of March 2024, and so a full recommissioning exercise is required over 2023.

Community Short Breaks provide children/young people with disabilities up to the age of 19 opportunities to spend time away from their parent carers with quality support, as well as provide breaks to parent carers from their caring responsibilities.

The proposed offer will take a similar shape to the current one, with the following services:

- **Small Groups** – designed for children/young people whose needs can be met within a small group (up to 8), spending time on outcomes focused activities with peers. These are specialist access groups, so provided following an assessment of need and referrals to the relevant decision making panel.
- **Large Groups** – designed for children/young people whose needs can be met within a larger group, spending time either learning new skills (e.g. swimming and adapted cycling) or spending time in a youth group environment and focusing on preparing for adulthood. These groups are targeted access so families can access directly following evidence of diagnosis.
- **Sleep Management Programme** – this is a specialist intervention service for children/young people aged 4-19 where the provider works with families on a one to one basis providing bespoke, evidence-based package of sleep focused support.

Outcomes for these services include:

- Reduced risk of isolation by spending time with peers
- Improved communication skills
- Increased family resilience
- Improved sleep routines
- Improved behaviour
- Promotion of autonomy/independence
- Preparation for adulthood
- Building confidence and self-esteem
- Increasing opportunities to access the community, develop interests/hobbies and learn new skills

Which individuals or groups are most likely to be affected?

These groups are for children/young people aged 4-19 with disabilities and/or complex needs. Their parent carers and families also benefit from the services.

Now consider whether any of the following groups will be disproportionately affected:

Equality Group	Note any positive or negative effects
Particular age groups	The offer is only for children/young people aged 4-19, with positive effects as outlined above.
Disabled people	Positive effects as outlined above.
Married couples or those entered into a civil partnership	
Pregnant women or women on maternity leave	
Particular ethnic groups	
Those of a particular religion or who hold a particular belief	
Male/Female	
Those proposing to undergo, currently undergoing or who have undergone gender reassignment	
Sexual orientation	

What information is available to help you understand the effect this will have on the groups identified above?

Who will be the beneficiaries of the policy?

Children/young people with disabilities and/or complex needs and their parent carers and families.

Has the policy been explained to those it might affect directly or indirectly?

It will be once the new providers/services have been tendered for and the new offer has been decided. There will be an in-depth and long mobilisation period in order to transfer services from April 2024

Can any differences be justified as appropriate or necessary?

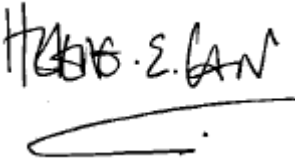
The current offer was started in April 2019 based on the needs and demands of the target population in 2018. Since then the demographics and needs of the target population has significantly changed based on increased population, increase in complexity of need, and as an outcome of the Covid-19 pandemic. A new Community Short Breaks offer is required in order to better meet the current needs, and a full recommissioning exercise, including consultation and engagement with parent carers, will inform the new offer.

Are any remedial actions required?

No

Once implemented, how will you monitor the actual impact?

As part of the contract there will be quarterly contract monitoring meetings with providers to monitor how they are meeting the KPIs and to discuss the service delivery. Individual packages for children/young people will also be discussed, which would feed into package reviews/decision at the relevant decision-making panel. This will ensure the support is meeting the needs of each individual child/young person as well as for the target cohort as a whole.

Policy review date	Contract will be for 3+1+1 years, so initial period will end March 2027
Assessment completed by	Issy Thomson – Senior Commissioning Officer for Children with Disabilities
Date Initial EqIA completed	30.03.2023
Signed by Head of Service	

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