

# Adolescent Service EIA

<b>EIA Title</b>	'Bringing it Together' Adolescent Service Consultation			
<b>Did you use the EIA Screening Tool?</b> (Please tick or specify)	Yes (Please attach upon submission)	X	No	

## 1. Explaining the matter being assessed

Question	Analysis and Explanation
<p><b>What policy, function or service change are you assessing?</b></p>	<p>This assessment considers the potential impact of the proposed new structure for the Surrey Safeguarding Adolescents and Targeted Youth Support teams on children, young people, families and Surrey County Council staff.</p> <p>The proposal aims to create a structure that is more practically aligned to delivering the “right service at the right time” by “bringing together a co-ordinated approach to multi-agency support” for vulnerable young people. As well as providing clear definition around areas of work, roles and responsibilities for staff.</p> <p>The new structure seeks to incorporate and improve partnership working and our services for young people through ‘whole family work’. Underpinned by relationship-based practice that is centred on joined up support rather than young people stepping up/down to different services.</p> <p>In 2019, our current Safeguarding Adolescents and Targeted Youth Support structure was created. January 2021 saw the introduction of the Safeguarding Adolescents Strategy ‘Joining the Dots’ which outlined a plan to bring together activity across Children’s Social Care, Police, the District and Borough Councils, Youth Offending Service, No Wrong Door and other key agencies.</p> <p>The vision of a clear approach and model, with structures that support staff to feel; equipped, competent to intervene and hold complex safeguarding work remains relevant. Though throughout all the discussions held in the review period with practitioners, managers and system partners, the need for change was clearly indicated. Reviewers were left with no doubt that the current systems and structures do not provide coherent and consistent responses that can be relied upon.</p>



Question	Analysis and Explanation
	<p>Over the last five years our work with adolescents has evolved and is much more than just preventing young people from entering the care system. The emphasis has shifted, and the complexities would more likely come under the umbrella of extra familial harm.</p> <p>Therefore, a review and redesign of the structure and resources is necessary and vital to create a strong infrastructure which accurately reflects our function and ensures effective support to vulnerable young people.</p>
<p><b>Why does this EIA need to be completed?</b></p>	<p>Children, young people, families and Surrey County Council staff are affected by the proposal.</p>
<p><b>Who is affected by the proposals outlined above?</b></p>	<p><i>Children, young people, families and Surrey County Council staff are affected by the proposal.</i></p>
<p><b>How does your service proposal support the outcomes in <a href="#">the Community Vision for Surrey 2030</a>?</b></p>	<ul style="list-style-type: none"> <li>• <i>Children and young people are safe and feel safe and confident.</i></li> <li>• <i>Everyone lives healthy, active and fulfilling lives, and makes good choices about their wellbeing.</i></li> <li>• <i>Everyone gets the health and social care support and information they need at the right time and place.</i></li> <li>• <i>Communities are welcoming and supportive, especially of those most in need, and people feel able to contribute to community life.</i></li> <li>• <i>Everyone has a place they can call home, with appropriate housing for all.</i></li> </ul>
<p><b>Are there any specific geographies in Surrey where this will make an impact?</b> (Please tick or specify)</p>	<p>County Wide</p>
<p><b>Briefly list what evidence you have gathered on the impact of your proposals?</b></p>	<p><i>Qualitative data from review discussions in October 2022 and September 2023</i> <i>Views of CFLL Leadership Team in October 2023</i></p>

## 2. Service Users / Residents

There are 10 protected characteristics to consider in your proposal. These are:

1. Age including younger and older people
2. Disability
3. Gender reassignment
4. Pregnancy and maternity
5. Race including ethnic or national origins, colour or nationality
6. Religion or belief including lack of belief
7. Sex
8. Sexual orientation
9. Marriage/civil partnerships
10. Carers protected by association

*Though not included in the Equality Act 2010, Surrey County Council recognises that socio-economic disadvantage is a significant contributor to inequality across the County and therefore regards this as an additional factor.*

*Therefore, if relevant, you will need to include information on this. Please refer to the EIA guidance if you are unclear as to what this is.*

AGE	
<p><b>What information (data) do you have on affected service users/residents with this characteristic?</b></p>	
<p><b>Surrey has a population of 1.2 million residents, 10–17-year-olds make up 119,631, 17–19-year-olds are 26,380-, and 20–29-year-olds estimated at 129,8454. Targeted Youth Support (TYS) and Safeguarding Adolescent Teams hold approximately 1150 children with a monthly average of 527 in YYS (80 of whom will be subject to out of court disposals with a further 40 subject to Youth Justice court Orders), and 517 children in SAT.</b></p> <p><i>Details on the service users/residents that could be affected. Try and be as specific as possible.</i></p>	
<p><b>Impacts</b> (Please tick or specify)</p>	<p style="text-align: center;">Positive <b>X</b> Negative</p>
<p>Both</p>	
<p><b>Impacts identified</b> <b>Supporting evidence</b> <b>How will you maximise positive/minimise negative impacts?</b> <b>When will this be implemented by?</b> <b>Owner</b></p>	
<p><i>What impacts have you identified?</i> <i>What are you basing this on?</i> <i>Actions to mitigate or enhance impacts</i> <i>Due date</i> <i>Who is responsible for this?</i></p>	
<p>Young People will experience better services and care from practitioners with the right support at the right time. Structure will support joint working across the partnership and resources sharing will enable the delivery of agile service that is responsive to extra and intra familiar harm. Work closely with partnership staff to ensure that a shared vision is implemented.</p> <p>Multi-agency co-location to deliver support and embed joint working / collaborative culture.</p> <p>1/4/2024</p>	

AGE
Jackie Clementson
Young People and their families will be empowered to develop effective long-term solutions to manage their familiar and extra-familiar relationships and developing strategies to overcome the risks that adolescents face during this phase of their life. Evidence from young people currently in receipt of support from our service suggests that where intensive support is offered around supported shows that extra familiar harm the outcomes for the young people are likely to be positive. The implementation of systems, processes and procedures with emphasis on relationship-based practice. 1/4/2024 Jackie Clementson
<b>What other changes is the council planning/already in place that may affect the same groups of residents? Are there any dependencies decisions makers need to be aware of</b>
<i>If so, please detail your awareness of whether this will exacerbate impacts for those with protected characteristics and the mitigating actions that will be taken to limit the cumulative impacts of these changes.</i>
<b>Any negative impacts that cannot be mitigated? Please identify impact and explain why</b>
<i>Identifies negative impacts that can't be mitigated, together with evidence.</i>

***You will need to repeat the box below (copy and paste) for each of the protected characteristics likely to be impacted.***

## 2. Staff

AGE	
<b>What information do you have on the affected staff with this characteristic?</b>	
<p>It is not possible to provide team level EDI data. However, in Q3 23/24, the Family Resilience &amp; Safeguarding service age group split is as follows:</p> <ul style="list-style-type: none"> <li>• <b>Under 30:</b> 16.3%</li> <li>• <b>30 – 39:</b> 31.6%</li> <li>• <b>40 – 49:</b> 26.4%</li> <li>• <b>50 – 59:</b> 19%</li> <li>• <b>60+:</b> 6.7%</li> </ul> <p><i>Please include data or evidence to detail how a policy/service/function change could impact on staff with this characteristic. Try and be as specific as possible.</i></p>	
<b>Impacts</b>	Positive x Negative Both
<b>Impacts identified</b> <b>Supporting evidence</b> <b>How will you maximise positive/minimise negative impacts?</b> <b>When will this be implemented by?</b> <b>Owner</b>	
<i>What impacts have you identified? Add more rows if you need to</i> <i>What are you basing this on?</i> <i>Actions to mitigate or enhance impacts</i> <i>Due date</i>	

<b>AGE</b>
<i>Who is responsible for this?</i>
<p>Staff can continue working to support young people in Surrey. With our system better organised to enable them in delivering effective support.</p> <p>The consultation is based around everyone being guaranteed a job/role irrespective of their age or personal circumstances</p> <p>Feedback will be received during consultation and staff will be provided with ongoing support through training and supervision once in post. [Throughout consultation period and into BAU by the Leadership Team]</p> <p>1/4/2024</p> <p>Jackie Clementson</p>
<p><b>What other changes is the council planning that may affect the same groups of staff?</b></p> <p><b>Are there any dependencies decisions makers need to be aware of</b></p>
<i>If so, please detail your awareness of whether this will exacerbate impacts for those with protected characteristics and the mitigating actions that will be taken to limit the cumulative impacts of these changes.</i>
<p><b>Any negative impacts that cannot be mitigated? Please identify impact and explain why</b></p>
<i>Identifies negative impacts that can't be mitigated, together with evidence.</i>

***You will need to repeat the box below (copy and paste) for each of the protected characteristics likely to be impacted***

<b>SOCIO-ECONOMIC DISADVANTAGE</b>
<p><b>What information do you have on the affected staff with this characteristic?</b></p>
<p><i>Please include data or evidence to detail how a policy/service/function change could impact on staff with this characteristic. Try and be as specific as possible.</i></p>
<b>Impacts</b>

SOCIO-ECONOMIC DISADVANTAGE	
Positive	Negative Both x
<p><b>Impacts identified</b>  <b>Supporting evidence</b>  <b>How will you maximise positive/minimise negative impacts?</b>  <b>When will this be implemented by?</b>  <b>Owner</b></p>	
<p><i>What impacts have you identified? Add more rows if you need to</i>  <i>What are you basing this on?</i>  <i>Actions to mitigate or enhance impacts</i>  <i>Due date</i>  <i>Who is responsible for this?</i></p>	
<p>Potential loss of earning            There is a potential that a small cohort (15) could be regraded in the long term. If they make a personal decision not to take up any of the roles they are qualified to take up within the new structure.            All efforts will be made to encourage and provide information that supports staff moving to available roles. Surrey County Council policies provide for initial pay protection in the short term. HR support will be provided throughout this process [from consultation period and implementation phase]            1/04/2024            Jackie Clementson</p>	
<p>Some staff may not want or may not have the flexibility to move to the new service due to associated costs of possible change to their office location            Feedback from informal discussions with affected staff            Surrey County Council policies provide for initial pay protection and excess travel payments in some circumstances, which address the potentially negative outcome. HR support will be provided throughout this process [from consultation period and implementation phase]            1/4/2024            Jackie Clementson</p>	
<p><b>What other changes is the council planning that may affect the same groups of staff?</b>  <b>Are there any dependencies decisions makers need to be aware of</b></p>	



## SOCIO-ECONOMIC DISADVANTAGE

*If so, please detail your awareness of whether this will exacerbate impacts for those with protected characteristics and the mitigating actions that will be taken to limit the cumulative impacts of these changes.*

**Any negative impacts that cannot be mitigated? Please identify impact and explain why**

*Identifies negative impacts that can't be mitigated, together with evidence.*

## DISABILITIES

**What information do you have on the affected staff with this characteristic?**

**It is not possible to provide team level EDI data. However, in Q3 23/24, the Family Resilience & Safeguarding services the disability data is as follows:**

- **Declared as disabled:** 5.1%
- **Not disabled:** 5.1%
- **Not stated:** 76.7%
- **Prefer not to say:** 0.5%

*Please include data or evidence to detail how a policy/service/function change could impact on staff with this characteristic. Try and be as specific as possible.*

**Impacts**

Positive

DISABILITIES	
	Negative Both x
<b>Impacts identified</b> <b>Supporting evidence</b> <b>How will you maximise positive/minimise negative impacts?</b> <b>When will this be implemented by?</b> <b>Owner</b>	
<i>What impacts have you identified? Add more rows if you need to</i> <i>What are you basing this on?</i> <i>Actions to mitigate or enhance impacts</i> <i>Due date</i> <i>Who is responsible for this?</i>	
<p>Some staff may have protected characteristics they do not wish to disclose, and they could experience a negative impact which cannot be foreseen, or support provided.</p> <p>In a workforce as large as Surrey's, it is likely that some staff may not wish to disclose their disability.</p> <p>Consultation and wellbeing discussions with staff will help to identify any mitigation needed to avoid any adverse impact. If any information is shared with us or a disclosure of protected characteristic is made to us, we will act appropriately to mitigate any associated risk. [throughout consultation and implementation period]</p> <p>1/4/2024            Jackie Clementson</p>	
<p>Staff members with disabilities who currently have reasonable adjustments in place in their roles may worry that these accommodations will be removed when they transfer roles/teams.</p> <p>Senior Leadership are aware there are staff within the services with reasonable adjustments in place, although they are not aware of individual details of those adjustments.</p> <p>Consultation leads welcome a 1:1 meeting with staff, alongside their line manager, to discuss any concerns relating to their disability and/or reasonable adjustments. The preference form has been amended to allow room for staff to share any additional information that would be relevant to their selected preference, including any reasonable adjustments they currently have, they may need and/or any that are already in place that may need amendments.</p> <p>Wherever possible and reasonable for both employee &amp; service, adjustments already in place will be honoured.</p> <p>1/4/2024            Jackie Clementson</p>	

## DISABILITIES

**What other changes is the council planning that may affect the same groups of staff?  
Are there any dependencies decisions makers need to be aware of**

*If so, please detail your awareness of whether this will exacerbate impacts for those with protected characteristics and the mitigating actions that will be taken to limit the cumulative impacts of these changes.*

**Any negative impacts that cannot be mitigated? Please identify impact and explain why**

*Identifies negative impacts that can't be mitigated, together with evidence.*

## 3. Amendments to the proposals

CHANGE	REASON FOR CHANGE
<i>What changes have you made as a result of this EIA?</i>	<i>Why have these changes been made?</i>
We will ensure that the documents are accessible	To remove any barriers to taking a full and active part in the in the consultation
We will notify staff of other dependencies in the service area as an appendix to the consultation document	To ensure transparency, and staff are fully sighted across all potential areas of impact

## 4. Recommendation

Based your assessment, please indicate which course of action you are recommending to decision makers. You should explain your recommendation in the in the blank box below.

Outcome Number	Description	Tick
<b>Outcome One</b>	<b>No major change to the policy/service/function required.</b> This EIA has not identified any potential for discrimination or negative impact, and all opportunities to promote equality have been undertaken	X

## 5. 6a. Version

Version Number	Purpose/Change	Author	Date
01	Create	Clive Seall and Bosede Lawal	18/1/2024

The above provides historical data about each update made to the Equality Impact Assessment. Please do include the name of the author, date and notes about changes made – so that you are able to refer back to what changes have been made throughout this iterative process. For further information, please see the EIA Guidance document on version control.

## 6. 6b.

	Name	Date approved
<b>Approved by*</b>	<i>Head of Service: Matt Ansell</i>	29/2/24
	<i>Executive Director</i>	3/1/25
	<i>Cabinet Member</i>	3/1/25
	<i>Directorate Equality Group</i>	3/1/25

<b>EIA Author</b>	Clive Seall and Bosede Lawal
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\*Secure approval from the appropriate level of management based on nature of issue and scale of change being assessed.

## 7. 6c. EIA

Name	Job Title	Organisation	Team Role

If you would like this information in large print, Braille, on CD or in another language please contact us on:

Tel: 03456 009 009

Textphone (via Text Relay): 18001 03456 009 009

SMS: 07860 053 465

Email: [contactcentre@surreycc.gov.uk](mailto:contactcentre@surreycc.gov.uk)