

Equality Impact Assessment (EQIA)

Deciding what needs to be assessed

In theory all policies, decisions, services, projects and programmes should be impact assessed. The most practical approach is to assess as the proposal is being developed or as processes, services and policies come up for review making the EQIA part of the development process. Do not be put off by the list below, it does not mean that long and detailed assessments are required every time you are engaged in one of the activities. However, it does mean that you should always consider the equalities implications of your proposals.

Policy

- New policy development
- Substantial revision of an existing policy or process
- Any change which may have a disproportionate impact on a particular group

Decision

- Key decision
- Decision for management board/cabinet
- Budget change decision

Service

- New service
- Service review, including the decommissioning of services
- Any service change which may have a disproportionate impact on a particular group

Projects and programmes

- All, at planning stage

Further information: [Equality Impact Assessments - a user's guide](#)

Section One

	Question	Response
1.1	Name of policy/decision/service/pr	Short Breaks Statement

	object/programme being assessed	
1.2	Summary of aims and objectives of the policy/decision/service/project/programme	This assessment is considering the impact in relation to the offer of short breaks to children and young people with a disability and their families.
1.3	Who is affected by the policy/decision/service/project/programme? (e.g. employees/service users/supplier/contractor)	Children, young people with a disability and their families in receipt of short breaks The Council and its reputation All staff working for Children's Social Care who provide support to children and young people with a disability and their families Wider partnerships and providers of short breaks to children and young people with a disability
1.4	What involvement and consultation has been done in relation to this proposal? (e.g. with relevant groups and stakeholders)	In autumn 2023, we undertook a public consultation, working with Swindon SEND Families Voice (the SEND parent carer forum), STEP (collating and representing the views of disabled children and young people) and with local short break providers. The consultation ran for six weeks with information shared widely by key partners and providers as well as two online consultation sessions and the delivery of six focus groups for children and young people by STEP. As a result of that consultation, 123 responses were received from parents and carers and 56 responses were received from children and young people. The Short Breaks Statement represents an initial re-design of the provision of short breaks in Swindon and takes into account feedback from that public consultation.

Section Two

Protected Characteristic Group	Is there a potential for positive or negative impact? Is the impact neutral?	Please explain and give examples of any evidence/data used	Action to address negative impact (e.g. adjustment to the proposal)
Disability	Positive impact	Service users are children and young people who have a disability which	

		<p>may impact – to varying degree, how or whether or not, they can access leisure and social activities.</p> <p>There are over 70 short breaks providers in Swindon offering a diversity of activity for different groups. The revised short breaks statement aims to make accessing community activities easier, to help children and young people with a disability to avoid stigma, to build on their strengths and so thrive as active participants in their community.</p> <p>Some children and young people will require greater support from the local authority to access community provision. A small number still have more complex needs and will need specialist support to help them access activities which can support them to flourish.</p> <p>The new statement brings greater clarity to these tiers of support to make them more accessible. Families can access support in the community more easily at an earlier stage without the intrusion of an assessment and intervention from local authority. In so doing, this can help to avoid any concerns developing into more critical problems. In summary this statement supports:</p> <ul style="list-style-type: none"> - Easier access to activities for those who want and need them - Greater clarity regarding the tiers of short break - Clear information to guide families, children and young people on what is available and how to access it. 	
Gender Reassignment	neutral		
Marriage or Civil Partnership	neutral		
Pregnancy and Maternity	neutral		

Race	neutral		
Religion or Belief	neutral		
Sexual Orientation	neutral		
Sex (gender)	neutral		
Age	neutral		
Children in Care and Care Leavers	neutral		

Section Three

3.1	Potential Barriers to success and mitigating Actions – summary	<p>If the demand does not meet supply in any way, for example if the activities do not meet the need of children and young people.</p> <ul style="list-style-type: none"> - This can be mitigated by ensuring that data regarding primary needs of children and young people with disabilities is examined and informs the short breaks providers commissioned, for example this may identify that there has been an increase in diagnoses for autism for secondary school age children and so there should be a diverse offer of activities which can capably respond to and meet the needs of children with autism, across the Swindon area. <p>If local short breaks providers are unable to continue to deliver activities for any reason, including lack of funding or staffing shortage.</p> <ul style="list-style-type: none"> - This can be mitigated through good communication and partnership working with the local providers so that any changes to their service are known and understood and local authority or leading professional can support the family to identify suitable alternatives to ensure a smooth transition, or consider if commissioning have a role to support a project which is heavily relied upon.
3.2	How will success be measured?	<p>Progress will be tracked and measured through the fortnightly Short Breaks Panel, from feedback from children, young people, parents and carers, from the leading professionals supporting them or the short break providers. This enables for alternative short breaks to be found for a child quickly (so they are swiftly accessing the activity that</p>

		<p>meets their wishes, interests and needs) but also for any themes to be identified and acted upon or highlighted to senior leadership team.</p> <p>Regular communication with SEND Families Voice, with STEP and with short breaks providers will also support understanding regarding success of the short breaks approach.</p>
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3.3	What are the arrangements for monitoring and reviewing the actual impact of the policy/funding activity/event?	<p>Quarterly returns will be collated by the Short Breaks Team and review of short breaks providers will be undertaken by the Commissioning Team as part of contract monitoring, where this is applicable.</p> <p>CSMT will have overall responsibility for ensuring that the short breaks offer is sufficient to level of need in Swindon. They will have oversight via the quarterly data, monitoring and returns from Short Breaks Team and from Commissioning.</p>
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Section Four

For the Record			
Name of person leading this EQIA	Seth Harris-White	Date Completed	25.07.24
Names and roles of people involved in the consideration of impact	Seth Harris-White, Director of Corporate Parenting	Gwynne Rayns Head of Transformation	
Name of Director signing EQIA	Lisa Arthey	Date Signed	