

Agenda item:

[No.]

General Purposes Committee

On 22 March 2011

Report Title: **Proposals for Deletion of the Post of the Vulnerable Young People's Drugs Worker**

Report of: Director of Children and Young People's Service

Signed :

Peter Lewis

Contact Officer : Terry O'Reirdan, Attendance and Welfare Manager

Wards(s) affected: **All**

Report for: Non-Key decision

1. Purpose of the report

1.1 To propose the deletion of the post of Vulnerable Young People's Drugs Worker

2. State link(s) with Council Plan Priorities and actions and /or other Strategies:

2.1. The proposals in this report are designed to implement the council's budget strategy.

3. Recommendations

That Members:

3.1 Note that formal consultation on these proposals began on 20/1/11 and was concluded on 3/3/11.

3.2 Note the comments received from staff and trades unions and the management response to these (Appendix 2).

3.3 Agree the proposed deletion of the post, taking into account the outcome of the staff consultation and paying due regard to the Council's public sector equalities duties.

4. Reason for recommendation(s)

- 4.1. The huge scale of spending cuts imposed on local government means that the council will have to make savings of £84m over three years on its £286million annual budget to spend on services. Because of government demands to make early spending cutbacks, £41m of this saving has to be found immediately, for 2011/12. As part of this, the Children and Young People's Service is restructuring in order to reduce spending by £14.1m while protecting services to the borough's most vulnerable children.
- 4.2. The attached consultation document (Appendix 1) sets out the background to this specific change and lists the posts affected.

5. Other options considered

- 5.1. Initial consideration was given as to whether with a reduction in funding to CYPS this post could be retained on a part-time basis, however at the same time the ABG was also reduced/removed, so no other option other than deletion of this post was possible. Given the low level of referrals, the non-specialist nature of this role, and the fact that the service model was different from existing provider– it was felt that the tasks within this role could be met via means other than through this post.

6. Summary

- 6.1. The purpose of this role is to reduce substance misuse among vulnerable young people and enable them to sustain and resume education, training or employment, and improve their personal safety. The worker often acts as a link between schools and specialist treatment services. The worker carries out casework with individual young people, drop-in advice sessions for young people, awareness-raising sessions for parents/carers and training for school staff. However referrals to this worker have been low over a sustained period with 3 current cases open.
- 6.2. The deletion of this post will realise a saving of £41,000.
- 6.3. A new provider, Blenheim CDP, has been commissioned to provide specialist substance misuse services for young people from 1st April 2011. The role of this provider is broader than that of the currently commissioned specialist substance misuse service. In addition to specialist treatment services, the specification for the new service also includes provision of information and advice to young people, parents/carers and professionals. This will mitigate the impact of the loss of the post.

7. Chief Financial Officer Comments

- 7.1. The Chief Financial Officer has been consulted in the preparation of this report and comments that the savings set out are consistent with those agreed by Cabinet and are essential in achieving the budget strategy agreed by the Council.

8. Head of Legal Services Comments

- 9.1 The Head of Legal Services has been consulted on the contents of this report. Consultation with staff and recognised trade unions is an essential part of the responsibilities of an employer in the course of a business re-organisation. The requirement for consultation with employees and their trade union

representatives is recognised within the report.

9.2 Due consideration should be given to responses received as a result of the consultation before any final decision is reached concerning the proposals outlined. Further, due consideration must also be given to the authority's public sector equality duties before such a final decision, taking into account the outcome of the attached equality impact assessment.

9.3 The process by which the restructuring exercise is to be achieved must comply with the Council's procedures regarding organisational change. Further the position of any members of staff at risk of displacement must be considered under the Council's procedures regarding redundancy and redeployment.

9. Head of Procurement Comments

9.1. Not applicable

10. Equalities & Community Cohesion Comments

10.1. Staffing and Service Delivery Equalities Impact Assessments were carried out and are attached as Appendix 2. Staffing and Service Delivery Equalities Impact Assessments (EqIA) were carried out and are attached as Appendix 2. The EqIA shows that there is overrepresentation in relation to race in the 'white other' group, and in gender for male users. The actions have identified a need for on going monitoring of provision of substance misuse services. On going monitoring of this service will be provided through the new providers on a quarterly basis.

11. Consultation

- 11.1. Informal consultation has included team meetings at which the proposals were explained to staff.
- 11.2. Formal consultation took place between 20/1/11 and 3/3/11. Further meetings with staff and unions were held during this period.
- 11.3. Appendix 3 sets out the comments raised during the consultation and the management response to these.

12. Use of appendices /Tables and photographs

- 12.1. Appendix 1: Consultation Document
- 12.2. Appendix 2: Staffing & Service Delivery Equalities Impact Assessments
- 12.3. Appendix 3: Comments received during consultation, with management responses.

13. Local Government (Access to Information) Act 1985

Not applicable

APPENDIX 1

CONSULTATION DOCUMENT

Proposals for the Deletion of the Vulnerable Young People's Drugs Worker post

Date: 20/01/2011 (amended 10/02/2011)

1. Introduction

The effect of the proposals outlined in this consultation is to cease the post of Vulnerable Young People's Drugs Worker.

The member of staff affected by this proposal is currently concerned with the provision of advice to schools relating to substance misuse, and the assessment and signposting of young people to appropriate services. This post is located within the Multi-disciplinary Teams in Children's Networks within the Children and Young People's Service.

The post concerned is based at Haringey Professional Development Centre.

A copy of these proposals will be provided to all affected members of staff and the relevant recognised trade unions as part of the consultation process. Formal written responses from all affected staff and the trade unions including any counter-proposals or concerns around the proposal from individual or groups of affected staff should be sent to Terry O'Reirdan by 03/03/2011.

Staff affected by these proposals will have the opportunity to meet with their line manager or with Terry O'Reirdan during the consultation period. If they wish, they may be accompanied by their Trade Union representative.

Subject to the results of the consultation and the consideration of counter-proposals, it is intended to formally ratify the proposals by 22/03/2011 with full implementation of the proposals involving deletion of posts by no later than 31/03/2011.

2. Background – The Need for Change

The unprecedented scale of spending cuts imposed on local government means that the Council will have around £50million less to spend on services in 2011/12 but its priority will be to protect services for the most vulnerable residents. The Council's annual general budget is approximately £245million and of this about 60% funds staff. The Council has taken measures to reduce non-staffing spend as far as possible. However, the size and timing of the cuts mean there is no alternative than to consider wholesale job reductions. In this context the Council issued statutory notice on 18th November 2010 on a reduction in the workforce of more than 1,000 posts. The information in this pack contains more details of the proposed workforce reduction in relation to the Vulnerable Young People's Drugs Worker.

A new provider, Blenheim CDP, has been commissioned to provide substance misuse services from 1st April 2011. This organisation will deliver the local authority's statutory responsibilities in this area, enabling the post of Vulnerable Young People's Drugs Worker to be put forward as a saving.

3. Purpose of Consultation

The purpose of this consultation is:

- to listen to staff and trade union comments and suggestions;
- to consider alternatives that meet the identified objectives;
- to find possible ways of avoiding or reducing redundancies.

4. The Objectives of this Consultation

The objectives of this consultation are:

- to achieve savings in the cost of £41,000

5. Staffing implications from these proposals

As a result of the requirement to find savings the following posts are proposed for deletion/review.

Title	Grade
Vulnerable Young People's Drugs Worker – one post	PO1 spinal point 36

6. Proposed Implementation Timetable

During the consultation and implementation it is proposed to take steps to ensure that members of staff are dealt with fairly and consistently, and to minimise uncertainty for all concerned.

The proposed timetable is outlined below:

Dates	Action
20/1/11	Consultation pack for this post issued to affected staff and Trades Unions.
20/1/11 – 20/2/11	Individual meetings with staff
As required	Consultation meeting with TUs
As required	Consultation meeting with staff + TUs
3/3/11	End of consultation period. Final submission for written responses from staff/TUs
8/3/11	Management response to comments/counter proposals.
22/3/11	Formal ratification of proposals. Staff advised. Commencement of implementation of the proposals.
25/3/11	Displaced employees referred to corporate redeployment pool
25/3/11	Commencement of formal redeployment period and issue of

7. Redundancy Notices

Under these proposals the earliest date of issue of redundancy notices would be 25 March. Every effort will be made to minimise dismissals on the grounds of redundancy through the measures detailed in the following paragraphs.

10. Voluntary Redundancy

To facilitate staff reductions the Chief Executive has written to all Council employees asking them to put themselves forward if they are interested in volunteering to take redundancy/early retirement. The Council-wide deadline calling for applications for voluntary redundancy has now closed. However, staff may discuss options with their manager, who will consider each request on a case by case basis.

11. Opportunities with CYPS

It is proposed that affected staff will be considered for suitable alternative opportunities within CYPS, including vacant posts/posts being covered by agency workers, during the consultation period.

12. Formal Redeployment

Following a change to the redeployment policy agreed by General Purposes Sub Committee on 28 October 2010, the formal period for redeployment now runs concurrently with an employee's notice period. Whilst the Council is committed to the principle of trying to redeploy staff facing redundancy into suitable alternative posts in the current financial situation opportunities are likely to be limited. HR will circulate any vacancies and staff are also encouraged to identify to HR any posts they feel may offer suitable alternative employment, this may include temporary posts and assignments as well as permanent posts.

13. Provision for Trial Periods

If employees are redeployed into an alternative position, they may feel uncertain about whether the post will be suitable for them and vice versa. The Council operates an 8 week trial period, commencing from the date of appointment to the new post and incorporating the statutory trial period of four weeks. The 8 week period may be extended by agreement by all parties.

The trial period will allow time for the redeployee to assess the suitability of the new post and for their suitability to be assessed by their new manager. During this time, should the employee or the Council decide on reasonable grounds that the post is not suitable, then redundancy provisions as outlined below will apply. During the trial period, support and training as appropriate will be made available to the redeployee.

14. Redundancy

If an employee's post is deleted under the proposals and s/he is not appointed to another post or redeployed elsewhere, s/he will be dismissed, with notice, on the grounds of redundancy. Redundancy pay will be based on the terms outlined in the Council's Redundancy and Compensation Payments, details of which are available on Harinet together with a redundancy calculator.

15. Support

The Council is running a series of workshops to support staff during this change period including careers advice and assistance with applying for jobs. Details of these can be found on Harinet, 'Support', as well as Frequently Asked Questions and other useful information/links.

Terry O'Reirdan
Attendance & Welfare Manager
20th January 2011

Haringey Council

Equalities Impact Assessment (EqIA) for Organisational Restructures

Date: 08/03/2011
Department and service under review: Vulnerable Young Person's Drugs Worker
Lead Officer/s and contact details: Terry O'Reirdan terry.oreirdan@haringey.gov.uk 020 8489 3872
Contact Officer/s (Responsible for actions): Terry O'Reirdan terry.oreirdan@haringey.gov.uk 020 8489 3872
Summary of Assessment (completed at conclusion of assessment to be used as equalities comments on council reports) This assessment is to consider the impact on staff of the deletion of the post of Vulnerable Young Person's Drugs Worker, in relation to the protected equalities groups of ethnicity, gender, age, disability, and pregnancy and maternity. It does not consider issues relating to sexual orientation, gender reassignment, and religion or belief, as the relevant data is not available for these groups. This service area consists of one staff member. Therefore, much of the analysis required as part of the EqIA process, such as whether there is a disproportionate impact on a particular group relative to the council profile, is not possible. An overarching EqIA is being carried out to consider the combined impact of all of the staffing changes within the Children & Young People's Service resulting from the 2011/12 budget-setting process, and this post will be considered as part of that EqIA.

The Equalities Impact Assessment for service restructures should assess the likely impact of restructuring on protected equalities groups of employees by: age, disability, gender

reassignment, pregnancy and maternity, race, religion or belief, sex (gender), sexual orientation.

The assessment is to be completed by the business unit manager with advice from HR. It is to be undertaken by an assessment of the basic employment profile data and then answering a number of questions outlined below.

PART 1
TO BE COMPLETED DURING THE EARLY STAGES OF CONSULTATION WITH
STAFF/ UNIONS ON THE STRUCTURE

Step 1 – Aims and Objectives

1. Purpose – What is the main aim of the proposed/new or change to the existing service?

The unprecedented scale of spending cuts imposed on local government means that the Council will have significantly less to spend on services in 2011/12. As part of C&YPS contribution to the savings required, the post of Vulnerable Young Person's Drugs Worker is proposed for deletion.

The purpose of this role is to reduce substance misuse among vulnerable young people and enable them to sustain and resume education, training or employment, and improve their personal safety. The worker often acts as a link between schools and specialist treatment services. The worker carries out casework with individual young people, drop-in advice sessions for young people, awareness-raising sessions for parents/carers and training for school staff.

The aim of the proposal to delete the role is to realise a saving of £41,000. A new provider, Blenheim CDP, has been commissioned to provide specialist substance misuse services for young people from 1st April 2011. The role of this provider is broader than that of the currently commissioned specialist substance misuse service. In addition to specialist treatment services, the specification for the new service also includes provision of information and advice to young people, parents/carers and professionals. This will mitigate the impact of the loss of the post.

2. What are the main benefits and outcomes you hope to achieve?

The intended outcome is a saving of £41,000.

3. How will you ensure that the benefits/ outcomes are achieved?

This restructure will reduce the number of staff and thereby achieve the intended cost saving.

Step 2 – Current Workforce Information & Likely Impact of your proposals

1. Are you closing a unit?

Yes. Note that this unit consists of one staff member. Therefore, much of the analysis required as part of the EqIA process, such as whether there is a disproportionate impact on a particular group relative to the council profile, is not possible. An overarching EqIA is being carried out to consider the combined impact of all of the staffing changes within the Children & Young People's Service resulting from the 2011/12 budget-setting process, and this post will naturally be considered as part of that EqIA.

The relevant equalities information for the affected staff member is as follows:

Grade group: PO1-3

Ethnicity: Black

Gender: Male

Age band: 45-54

Disability: Yes

Pregnancy/Maternity: N/A

The impact on the public of the proposed change, and associated equalities issues, are addressed in a separate 'service delivery' EqIA.

2. Can any staff be accommodated elsewhere within the service, business unit or directorate?

The affected staff member will be considered for any suitable alternative opportunities within CYPS during the consultation period. However, as a number of restructures are taking place concurrently, the scope for accommodating affected staff elsewhere in the directorate is limited.

The formal redeployment period runs concurrently with an employee's notice period, during which the Council is committed to trying to redeploy staff facing redundancy into suitable alternative posts, however again, in the current financial situation, opportunities are likely to be limited.

Race

- 3. Provide a breakdown of the current service by Grade Group and Racial Group following the format below.**
- 4. Highlight any grade groups that are very under represented (10% or more difference) compared with the council profile and where relevant the borough profile.**
- 5. Do any ring fences disproportionately impact on staff from one ethnic minority group (white, white other, asian, black, mixed race) or Black & Minority Ethnic (BME) staff only? If Yes, how many of these staff might be displaced?**
- 6. By how much does these staff change the % (percentage) of BME staff in the structure? Show start and end %.**
- 7. Can any of these staff be accommodated elsewhere within the proposed new structure or can you amend the structure to accommodate them e.g. consideration of flexible working or reduced hours including flexible retirement, voluntary reduction of grades, etc.?**

Gender

- 8. Provide a breakdown of the current organisation by Grade Group and Gender breakdown following the format below**
- 9. Highlight any grade groups that are very under represented (10% or more difference) compared to the % of females/males in the council.**
- 10. Do any ring fences disproportionately impact on female or male staff? If Yes, how many of these staff might be displaced?**
- 11. By how much do these staff change the % (percentage) of female/male staff in the whole structure? Show start and end %.**
- 12. Can any of these staff be accommodated elsewhere within the proposed new structure or can you amend the structure to accommodate them e.g. consideration of flexible working or reduced hours including flexible retirement, voluntary reduction of grades, etc.?**

Age

- 13. Provide a breakdown of the current organisation by Grade Group and Age breakdown following the format below**

- 14. Highlight any grade groups with a high level of staff from a particular age group compared to the compared to the council profile.**

- 15. Do any ring fences disproportionately impact on staff from one age group only? If Yes, how many of these staff might be displaced?**

- 16. Does the displacement of these staff result in no representation of staff from a particular age group within the structure as a whole?**

- 17. If Yes, can any of these staff be accommodated elsewhere within the proposed new structure or can you amend the structure to accommodate them e.g. consideration of flexible working or reduced hours including flexible retirement, voluntary reduction of grades, etc.?**

Disability

- 18. Identify the total number of disabled staff in the service following the format below:**

- 19. Do any ring fences disproportionately impact on disabled staff?**

- 20. Can any of these staff be accommodated elsewhere within the proposed new structure or can you amend the structure to accommodate them e.g. consideration of flexible working or reduced hours including flexible retirement, voluntary reduction of grades, etc.?**

- 21. In addition to the above analysis of race, sex, age and disability you will need to consider the impact on groups with the following characteristics: gender reassignment, pregnancy and maternity, religion or belief, sexual orientation. Please ask HR for help with the data on:**
 - Gender Reassignment
 - Religion/ Belief
 - Sexual Orientation
 - Maternity & Pregnancy

- 22. If you provide services to residents please also identify the potential impact/ issues relating to the change in service delivery as a result of your proposals.**

Date Part 1 completed - 08/02/2011

PART 2
TO BE COMPLETED AT THE END OF CONSULTATION WITH STAFF/ UNIONS
ON THE STRUCTURE

Step 3 – Consultation

Outline below the consultation process you undertook, what issues were raised (especially any relating to the eight equalities characteristics).

Formal consultation with staff and unions on the deletion of the post of Vulnerable Young Person's Drugs Worker commenced on 20th January 2011 and was completed on 3rd March 2011. A number of issues were raised and are detailed alongside the management response in Appendix 3 of the report to the General Purposes Committee meeting of 22nd March 2011. The issues raised did not relate to the eight equalities characteristics.

Step 4 – Address the Impact

- 1. Are you in a position to make changes to the proposals to reduce the impact on the protected groups e.g. consideration of flexible working or reduced hours including flexible retirement, voluntary reduction of grades, etc. - please specify?**

No, as this is a unit closure.

- 2. What changes or benefits for staff have been proposed as a result of your consultation?**

None

- 3. If you are not able to make changes – why not and what actions can you take?**

No changes are possible as it is a unit closure

- 4. Do the ringfence and selection methods you have chosen to implement your restructure follow council policy and guidance?**

N/A as this is a unit closure.

- 5. Will the changes result in a positive/ negative impact for service delivery/ community groups – please explain how?**

Please see the service delivery EqIA for an assessment of the impact on service users.

- 6. How can you mitigate any negative impact for service users?**

Please see the service delivery EqIA for details of measures to mitigate the impact on service users.

Date Steps 3 & 4 completed – 08/03/11

Step 5 – Implementation and Review

- 1. Following the selection processes and appointment to your new structure are there any adverse impacts on any of the protected groups (the eight equalities characteristics). Please identify these.**

As it is a unit closure, there is clearly a negative impact on the affected staff member.

- 2. If there are adverse impacts how will you aim to address these in the future?**

It is proposed that affected staff will be considered for any suitable alternative opportunities within CYPS during the consultation period. The formal redeployment period runs concurrently with an employee's notice period, during which the Council is committed to trying to redeploy staff facing redundancy into suitable alternative posts, however in the current financial situation, opportunities are likely to be limited.

- 3. Identify actions and timescales for implementation and go live of your new service offer.**

As it is a unit closure, there is no new service offer as such. Blenheim CDP's contract to deliver young people's specialist substance misuse treatment services begins on 1st April 2011.

- 4. If you are not in a position to go ahead on elements of your action plan – why not and what actions are you going to take?**

At this stage we have no reason to presume that we will not be able to implement these proposals. Any alternative course of action proposed would depend on the nature of the barrier that presents itself.

- 5. Identify the timescale and actions for review of the restructure to ensure it achieved the expected benefits/ outcomes.**

The benefit of the restructure will be the saving in staff costs. This will be achieved through the issuing of redundancy of the affected member of staff.

Step 6 – Sign off and publication

There is a legal duty to publish the results of impact assessments. The reason is not simply to comply with the law but to make the whole process and its outcome transparent and have a wider community ownership. You should summarise the results of the assessment and intended actions and publish them.

COMPLETED BY (Contact Officer Responsible for undertaking this EqlA)

NAME: Terry O'Reirdan
DESIGNATION: Head of Attendance and Welfare
SIGNATURE:
DATE:

QUALITY CHECKED BY (Equalities.)

NAME: Arleen Brown
DESIGNATION: Senior Equality Officer
SIGNATURE: *A. J. Brown*
DATE: 16th March 2011

SIGNED OFF BY Director/ Assistant Director

NAME: Ian Bailey
DESIGNATION: Deputy Director Business Support & Development
SIGNATURE:
DATE:

SIGNED OFF BY Chair Directorate Equalities Forum

NAME: Ian Bailey
DESIGNATION: Deputy Director Business Support & Development
SIGNATURE:
DATE:

Note - Send an electronic copy of the EqlA to equalities@haringey.gov.uk; it will then be published on the council website



EQUALITY IMPACT ASSESSMENT FORM

Service: Children's Networks

Directorate: Children & Young People's Service

Title of Proposal: Deletion of Vulnerable Young Person's Drugs Worker post

Lead Officer (author of the proposal): Terry O'Reirdan

Names of other Officers involved: Tom Fletcher, Marion Morris

Step 1 - Identify the aims of the policy, service or function

State what effects the proposal is intended to achieve and who will benefit from it.

The unprecedented scale of spending cuts imposed on local government means that the Council will have significantly less to spend on services in 2011/12. As part of C&YPS contribution to the savings required, the post of Vulnerable Young Person's Drugs Worker is proposed for deletion.

The purpose of this role is to reduce substance misuse among vulnerable young people and enable them to sustain and resume education, training or employment, and improve their personal safety. The worker often acts as a link between schools and specialist treatment services. The worker carries out casework with individual young people, drop-in advice sessions for young people, awareness-raising sessions for parents/carers and training for school staff.

The aim of the proposal to delete the role is to realise a saving of £41,000 to the C&YPS budget. A new provider, Blenheim CDP, has been commissioned to provide specialist substance misuse services for young people from 1st April 2011. The role of this provider is broader than that of the currently commissioned specialist substance misuse service. In addition to specialist treatment services, the specification for the new service also includes provision of information and advice to young people, parents/carers and professionals. This will mitigate the impact of the loss of the post.

Step 2 - Consideration of available data, research and information

You should gather all relevant quantitative and qualitative data that will help you assess whether at presently, there are differential outcomes for the different equalities target groups – diverse ethnic groups, women, men, older people, young people, disabled people, gay men, lesbians and transgender people and faith groups. Identify where there are gaps in data and say how you plug these gaps.

In order to establish whether a group is experiencing disproportionate effects, you should relate the data for each group to its population size. The 2001 Haringey Census data has an equalities profile of the borough and will help you to make comparisons against population sizes.

http://harinet.haringey.gov.uk/index/news_and_events/fact_file/statistics/census_statistics.htm

2 a) Using data from equalities monitoring, recent surveys, research, consultation etc. are there group(s) in the community who:

- **are significantly under/over represented in the use of the service, when compared to their population size?**
- **have raised concerns about access to services or quality of services?**
- **appear to be receiving differential outcomes in comparison to other groups?**

Data on casework is available from the CAF panel as the CAF process is the referral route into the casework undertaken by the Vulnerable Young Person's Drugs Worker. In 2010, 11 cases were allocated through the CAF process. As of February 2011 there were 3 active cases.

It should be noted that a population size of 11 means that it may not be possible to draw reliable conclusions about over or underrepresentation as each young person forms a significant percentage of the total of service users.

No data on service use is collected for the other aspects of the Vulnerable Young Person's Drugs Worker's role such as drop-in advice sessions for young people, awareness-raising sessions for parents/carers and training for school staff.

Ethnicity

Compared to the Haringey school population, there is an overrepresentation of White Other and an underrepresentation of Asian and Other young people. Service users are not concentrated in any particular ethnic group.

Ethnicity	Number of service users	Percentage of total	Haringey profile - School Census
White UK	2	18.2%	18.4%
White Other	5	45.5%	24.6%
Asian	0	0.0%	6.5%
Black	3	27.3%	29.8%
Mixed	1	9.1%	10.2%
Other	0	0.0%	7.3%
Not declared	0	0.0%	3.2%
Total	11	100.0%	100%

Particular issues have been identified in relation to the Somali and Kurdish communities – parents have voiced their concern about drug use by their children, yet the young people themselves do not wish to access specialist substance misuse services¹.

¹ Haringey young people's specialist substance misuse treatment plan 2010/11

Gender – Males are overrepresented in the use of this service. 8 of the cases taken on in 2010 were male, and 3 were female. School census information shows that (as would be expected) there is a fairly even gender split amongst young people in Haringey (51.2% male, 48.8% female).

Age – All 11 young people worked with in 2010 were aged 13 to 16; this is to be expected as the service is targeted at young people of secondary school age. The breakdown is as follows:

Age	No. young people
13	1
14	3
15	6
16	1

Disability

Gender Reassignment

Religion/ Belief

Sexual Orientation

Maternity & Pregnancy

The CAF process does not collect data on these equalities characteristics, nor have particular concerns been raised in relation to them.

2 b) What evidence or data did you use to draw your conclusions and what are sources?

CAF Panel Data 2010

Pupil Level Annual School Census October 2010

National Treatment Agency for Substance Misuse – *Substance misuse among young people: the data for 2009-10*

Haringey young people’s specialist substance misuse treatment plan 2010/11

2 c) What other evidence or data will you need to support your conclusions and how do you propose to fill that gap?

None

2 d) What factors (barriers) might account for this under/over representation?

As previously stated, given the small population size it is hard to draw conclusions about under/over representation or barriers to accessing services on the basis of data on service use.

The overrepresentation of males is broadly in line with national data on young people in substance misuse treatment – in 2009-10, 63% were male and 37% female². Therefore the overrepresentation is more likely to be a reflection of the greater prevalence of substance misuse amongst males rather than an indication that there is a particular barrier to females accessing this service. This conclusion is supported by Health Related Behaviour Survey of young people in Haringey schools – 9% of Year 10 boys reported use of cannabis leaf or resin in the last month compared to 6% of Year 10 girls.

² Source: National Treatment Agency for Substance Misuse – *Substance misuse among young people: the data for 2009-10* <http://www.nta.nhs.uk/yp-the-data-2009-10.aspx>

Step 3 - Assessment of Impact

Using the information you have gathered and analysed in step 2, you should assess whether and how the proposal you are putting forward will affect existing barriers and what actions you will take to address any potential negative effects.

3 a) How will your proposal affect existing barriers? (Please tick below as appropriate)

Increase barriers?	Reduce barriers?	No change? X
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Comment

Whilst the loss of the Vulnerable Young Person's Drugs Worker will not be without impact, it is judged that this can be mitigated through the broader remit of the work of the new commissioned provider of substance misuse services (Blenheim CDP), in conjunction with other relevant professionals such as school staff. This, combined with the low caseload held by the worker, means that the overall impact will be minimal.

3 b) What specific actions are you proposing in order to respond to the existing barriers and imbalances you have identified in Step 2?

The focus of the work of the Vulnerable Young Person's Drugs Worker is to act as a link between schools and specialist substance misuse services and to encourage and support young people to engage with specialist treatment services where appropriate. The new provider plans to work closely with schools – they will deliver training to school staff, accept referrals directly from schools, and have satellite provision in school 'health huts'. They will also offer 'magnet activities' to encourage young people to engage with the service on a detached model with an outreach function. These measures mean that the impact of the loss of the role will not be significant.

It is worth noting that the service specification for the new provider includes a requirement to target provision at those groups of young people who are identified as most at risk, including those who may find it harder to access services via mainstream provision, for example:

- Specifically identified BME groups
- Travellers (Irish and Romany)
- LGBT young people
- Those from newly arrived communities

The specification also includes the requirement to develop effective links with community services and groups for the Kurdish and Somali communities – this will address the barriers noted in the previous section.

Finally, the specification includes a strong focus on user engagement to ensure that the service is responsive to the needs of service users.

3 c) If there are barriers that cannot be removed, what groups will be most affected and what Positive Actions are you proposing in order to reduce the adverse impact on those groups?

N/A

Step 4 - Consult on the proposal

Consultation is an essential part of impact assessment. If there has been recent consultation which has highlighted the issues you have identified in Steps 2 and 3, use it to inform your assessment. If there has been no consultation relating to the issues, then you may have to carry out consultation to assist your assessment.

Make sure you reach all those who are likely to be affected by the proposal, ensuring that you cover all the equalities strands. Do not forget to give feedback to the people you have consulted, stating how you have responded to the issues and concerns they have raised.

4 a) Who have you consulted on your proposal and what were the main issues and concerns from the consultation?

At present, the Vulnerable Young Person's Drugs Worker only has 3 open cases. It is therefore not appropriate or proportionate to consult with service users, and analysis of responses on the basis of gender, ethnicity would clearly not be meaningful.

Schools have been informed of the proposal to delete the post and have not raised particular concerns.

Issues raised by staff and unions as part of the formal consultation process are detailed alongside the management response in Appendix 3 of the report to the General Purposes Committee meeting of 22nd March 2011. The issues raised did not relate to the eight equalities characteristics.

4 b) How, in your proposal have you responded to the issues and concerns from consultation?

N/A

4 c) How have you informed the public and the people you consulted about the results of the consultation and what actions you are proposing in order to address the concerns raised?

N/A

Step 5 - Addressing Training

The issues you have identified during the assessment and consultation may be new to you or your staff, which means you will need to raise awareness of them among your staff, which may even training. You should identify those issues and plan how and when you will raise them with your staff.

Do you envisage the need to train staff or raise awareness of the issues arising from any aspects of your proposal and as a result of the impact assessment, and if so, what plans have you made?

Training for school staff and other professionals forms part of the brief for the new provider, and this will mitigate the impact of the loss of the 'link' role between schools and the specialist service.

Step 6 - Monitoring Arrangements

If the proposal is adopted there is a legal duty to monitor and publish its actual effects on people. Monitoring should cover all the six equality strands. The purpose of equalities monitoring is to see how the policy is working in practice and to identify if and where it is producing disproportionate adverse effects and to take steps to address the effects. You should use the Council's equal opportunities monitoring form which can be downloaded from Harinet. Generally, equalities monitoring data should be gathered, analysed and report quarterly, in the first instance to your DMT and then to the Equalities Team.

What arrangements do you have or will put in place to monitor, report, publish and disseminate information on how your proposal is working and whether or not it is producing the intended equalities outcomes?

▪ ***Who will be responsible for monitoring?***

Blenheim CDP will supply quarterly performance monitoring reports to the Young People's Substance Misuse Commissioner. These reports will be considered by the Haringey Young People's Substance Misuse Commissioning Group.

▪ ***What indicators and targets will be used to monitor and evaluate the effectiveness of the policy/service/function and its equalities impact?***

The required monitoring will be in line with and comply with the National Treatment Agency for Substance Misuse Key Performance Indicators in relation to treatment for young people. It will include equalities data to enable the equalities impact to be monitored.

▪ ***Are there monitoring procedures already in place which will generate this information?***

The procedures are already in place.

▪ ***Where will this information be reported and how often?***

As stated, there will be quarterly reports to by the Haringey Young People's Substance Misuse Commissioning Group.

Step 7 - Summarise impacts identified

In the table below, summarise for each diversity strand the impacts you have identified in your assessment

Age	Disability	Ethnicity	Gender	Religion or Belief	Sexual Orientation
All service users are aged 13-16, as it is a service targeted at young people.	No issues identified.	'Other white' overrepresented in use of service.	Males are overrepresented in use of service so impact on males will be greater.	No issues identified.	No issues identified.

Step 8 - Summarise the actions to be implemented

Please list below any recommendations for action that you plan to take as a result of this impact assessment.

Issue	Action required	Lead person	Timescale	Resource implications
Need for ongoing monitoring of provision of substance misuse services	Completion and critical consideration of monitoring reports on work of commissioned provider	Blenheim CDP Marion Morris (Head of DAAT)	Quarterly on an ongoing basis	Will be met within the resources of the DAAT

Step 9 - Publication and sign off

There is a legal duty to publish the results of impact assessments. The reason is not simply to comply with the law but also to make the whole process and its outcome transparent and have a wider community ownership. You should summarise the results of the assessment and intended actions and publish them. You should consider in what formats you will publish in order to ensure that you reach all sections of the community.

When and where do you intend to publish the results of your assessment, and in what formats?

This assessment will be published on the Haringey council website.

Assessed by (Author of the proposal):

Name: Terry O'Reirdan

Designation: Head of Attendance and Welfare

Signature:

Date:

Quality checked by (Equality Team):

Name: Arleen Brown

Designation: Senior Equality Officer

Signature: *A.J. Brown*

Date: 16th March 2011

Sign off by Directorate Management Team:

Name: Ian Bailey

Designation: Deputy Director, Business Support & Development

Signature:

Date:

APPENDIX 3

Trade Union – Unison Comments	Response
<p>Unison has noted that this staff member now faces certain compulsory redundancy, and that this post is being deleted as a result of management’s inconsistencies.</p>	<p>Management acknowledges that the situation in relation to this post is not that envisaged in May 2010. This is due to the unprecedented impact of government cuts. This member of staff was given the opportunity to be considered for redeployment from July to November 2010. Unfortunately this was not successful. Redeployment will continue to be sought during any notice period. TUPE is not a current option.</p>
<ul style="list-style-type: none"> ❑ Why did management not engage with the staff member and Unison back in October / November 2010 when the tender contract was issued to the new provider Blenheim CDP? 	<p>The contract with Blenheim CDP is yet to be issued. Negotiations are ongoing and the contract likely to be issued in April 2011. The post of Vulnerable Young people’s worker does not exist in the new service.</p>
<ul style="list-style-type: none"> ❑ When did it become clear to management that the employee would not be TUPE transferring to the new provider? As up to the point when this consultation document was issued, both the employee and Unison were under the impression that the employee would TUPE transfer to the new provider as of 1st April 2011. 	<p>Blenheim/CDP were formally informed on the 1st Feb that the contract value would be less (although we had indicated that there was a strong possibility that the contract value would be reduced as Council staff were made aware in late autumn that the ABG (part of which commissioned P’s post) was coming to an end).</p>
<ul style="list-style-type: none"> ❑ At what point did the terms of the contract issued to Blenheim CDP change? 	<p>As stated a contract is yet to be issued</p>
<ul style="list-style-type: none"> ❑ As the terms of the contract have changed in respect of the funding, does this mean that Haringey is in breach of contract? 	<p>As stated a contract is yet to be issued</p>