

EQUALITY IMPACT ASSESSMENT

Birmingham Children's Trust

Reference: EIA000229



Reference number	EIA000229
Date Submitted	22/01/2024
Subject of the EIA	Birmingham Children's Trust
Brief description of the policy, service or function covered by the EIA	Birmingham Children's Trust delivers Children's Social Care services for the city on behalf of the City Council. These services include a range of statutory functions, and deliver Early Help, Child In Need, Child Protection, Children in Care, Care Leaver, Disabled Children, Youth Offending, Contextual Safeguarding, Fostering, Adoption, Children's Homes and other Specialist Services. It is proposed that the Trust realises savings of £9.3 million because of the Section 114 Notice. The Trust is still in the scoping stages of how these savings will be realised. There is a scaled suite of options that could be put into place to realise these savings, with a high likelihood that savings will result in a reduction to services for children, young people and families (whilst maintaining all statutory functions) and staff reductions. Whilst the Trust will do everything in its power to create efficiencies through a range of strategies including: increased digitalisation, leaner processes, better use of grant funding, and improved commissioning, there will be a felt impact to Birmingham citizens and Trust staff as a result of these savings.
Equality Assessment is in support of...	["Amended service"]
How frequently will you review impact and mitigation measures identified in this EIA?	Quarterly
Due date of the first review	2024-04-01

Which directorate(s) are responsible for this EIA?	["Children and Families", "Birmingham Childrens Trust"]
Division	Commissioning Strategy & Transformation within Children and Families. Birmingham Children's Trust
Service area	Children's Social Care
Budget Saving	Yes

What is the responsible officer's email address?	Rachael Lickley
What is the accountable officer's email address?	James Thomas



Please describe the impact to the age characteristic

Service users:

Children, young people and families can be supported at any age; for children and young people aged 0-25 years through pre-birth assessment teams all the way through to Care Experienced team (previously care leavers).

Birmingham is a young city, with 20.9% of the Birmingham population aged 0-14 years and a further 15.7% aged 15-24 years (Census 2021). Additionally, Birmingham is the 7th most deprived local authority nationally, with 51% of children aged 0-15 years living in the 10% most deprived areas (Index of Multiple Deprivation, 2019), suggesting there is a sizeable proportion of children and young people who are more likely to need support from the Trust in some form.

Both statutory and non-statutory services work closely with parents, families, professional care givers and extended networks, e.g. in supporting parenting change, kinship care etc. Therefore, reductions in services will also impact people 24+ who are in parenting/caring roles or supporting children and young people, as the early support that they can currently access will likely be reduced.

Any cuts in preventative and non-statutory support services are likely to lead to more referrals to higher tier or more intensive services at a later stage (i.e. statutory intervention), as difficulties in the family home are not resolved at the earliest opportunity. This could lead to





Please describe the impact to Service users:
the disability characteristic



Please describe the impact to the gender characteristic

Service users:

All genders make use of social care services, and therefore cuts to any services will have an impact on all genders. For example, looking over the last five years of children in care data, there is a roughly even split between male and female children in care (57% male). There is also scope for consideration of potential gender differences in the different services accessed, for example Youth Offending Services see ~90% male young people. As such, service cuts to services such as YOS would have a more detrimental impact on male service users.

For parents/caregivers it is unclear what the gender split is of use of social care services. However, evidence suggests there is a greater proportion of male-on-female domestic abuse (though this is not always the case) and given this is one of the many reasons families will be involved with children's social care, including in non-statutory services such as Early Help, there is an argument that female service users may be disproportionately impacted. Family breakups traditionally result in mothers as the main carer in single parent households. For this reason there is a higher likelihood of females being disproportionately disadvantaged by service cuts.

How will you mitigate against any negative impact to the gender characteristic?

Further consideration of service users into which



Does this proposal impact people who are married or in a civil partnership as per the Equality Act 2010?

What legal marital or registered civil partnership

Yes



Please describe the impact to the pregnancy and maternity characteristic

Service users:

Deliveries of births to teenage mothers (5 year pooled) for Birmingham at 0.8 is above the England average of 0.7. (Public Health Fingertips). Conceptions under the age of 18 can negatively impact the life chances of both mother and child. Teenage mothers are less likely to finish their education, are more likely to bring up their child alone, live in poverty and have poorer mental health when compared to older mothers. Babies born to teenage mothers have 60% higher mortality rates (JSNA, 2022). A such, children, young people and families known to the Trust where pregnancy/maternity plays a role are likely to be affected. It is also worth additional consideration that certain services are used more heavily for families where pregnancy, particularly young parents, plays a role, and understanding if these services provide a statutory or non-statutory function, under the assumption that non-statutory services are more likely to experience funding cuts than statutory services. In this instance, the impact on children, young people and families will be additionally adversely affected.

How will you mitigate against any negative impact to the pregnancy and maternity characteristic?

The revised approach towards delivering Early Help, currently in consideration by the Children's Trust will need to target and prioritise those who are pregnant, prioritise preventing teenage pregnancy and supporting the needs of young parents, to the extent available resources allow. Targeting interventions for young women living in high risk or deprived areas will be important. Joining up resources





How will you mitigate against any negative impact to the ethnicity and race characteristic?

Equity of access to support and equality of opportunity for racialised and minoritised communities will need to continue to be a focus for the Trust – addressed through it's existing Race Equity Action Plan. Retention of staff with lived experience and cultural competence where possible will need to be prioritised to ensure children, young people and families can benefit from that specialist knowledge.

Does this proposal impact people's religion or beliefs as per the Equality Act 2010?

Yes



Does this proposal impact



