

Equality Impact Assessment: Conversation Screening Tool

[Use this form to prompt an EIA conversation and capture the discussion. This completed form or if needed, a full EIA report (form 3) will be published as part of the decision-making process **Please delete prompts before publishing*]

What is being reviewed?	Partnership Academy Development
What changes are being made?	No changes currently, the O&S report is an update/progress report
Service Unit:	Children's Social Care
Participants in the conversation:	Penny Davies Head of Quality Assurance Learning and Workforce Development Team
Conversation date/s:	15.6.21 with the team
Do you know your current or potential client base? Who are the key stakeholders?	BCP Children's Services workforce Children's Services Senior Leadership Team BCP Children, young people, and families
Do different groups have different needs or experiences?	There are a range of different groups with protected characteristics within our workforce, our team and within the communities we serve. Our aim is to provide a range of delivery methods as well as a range of learning and development opportunities to ensure we are inclusive; our materials and programmes and interventions will demonstrate our commitment to equality and diversity, justice, and human rights.
Will this change affect any service users?	No changes currently. There will be change later in the year as part of Smarter Structures.
[If the answer to any of the questions above is 'don't know' then you need to gather more evidence. The best way to do this is to use forms 2 and 3. <i>*Please delete prompts before publishing</i>]	
What are the benefits or positive impacts of the change on current or potential users?	<p>The Children's Services workforce will benefit from the range of learning and development opportunities provided by the Academy.</p> <p>The learning will inform and help embed best practice standards across Children's Services which will indirectly impact on the outcomes and wellbeing of vulnerable and disadvantaged children, young people and families in BCP. The Academy will raise the profile of our service and is part of our talent development and recruitment and retention strategy, in particular for hard to fill statutory social work posts. There is currently a local and national shortage of social workers. The Academy is also a key part of our improvement journey for Ofsted due to our focussed and targeted Practice Fundamentals Programme and Toolbox implementation.</p> <p>The Academy workstream supports practitioners to develop their knowledge, skills and confidence and is part of and informed by, our Quality Assurance Framework. Our longer term objective is for</p>

	BCP Children's Services to become a centre for excellence achieving the best possible outcomes for the children and young people we serve.
What are the negative impacts of the change on current or potential users?	We would like to offer a wider range of learning opportunities across the whole workforce including our partner agencies, some of which will benefit from face to face delivery to complement the current virtual offers. This is particularly important for social workers and learners so the lack of internal training venues with the space and accessibility to be Covid safe and disability friendly would have a negative impact on staff learning, staff practice and staff wellbeing. The lack of multi -agency learning opportunities will also impact on our working relationships, our partnerships, and our safeguarding responsibilities.
Will the change affect employees?	We are more likely to recruit and retain good quality staff if our learning and development offer is strong and supportive.
Will the change affect the wider community?	Well trained and well supported staff will positively affect the quality of our service and outcomes for the children, young people, and the families we work with. There will be less change and disruption with workforce stability and the quality of practice will continue to improve, once again enabling us to achieve better outcomes for our local community.
What mitigating actions are planned or already in place for those negatively affected by this change?	Temporary post in place to increase our capacity to deliver our Practice Fundamentals programme and to enable us to support our front line teams more effectively with additional mentoring, coaching and role modelling of best practice.
Summary of Equality Implications:	A full Equality Impact Assessment will need to be undertaken as part of Smarter Structures work as we need to ensure we develop an Academy that is fit for purpose and enables us to develop a Centre of Excellence in BCP. Wider staff in other parts of our service for example Early Years sector will need to be considered as part of that assessment.