

Equality Impact Assessments help the Council to comply with its public sector duty under the Equality Act 2010 to have due regard to equality implications. EIAs also help services to be customer focussed, leading to improved service delivery and customer satisfaction.

The Council understands that whilst its equalities duty applies to all services, it is going to be more relevant to some decisions than others. We need to ensure that the detail of Equality Impact Assessments (EIAs) are proportionate to the impact of decisions on the equality duty, and that in some cases a full EIA is not necessary.

This tool assists services in determining whether plans and decisions will require a full EIA. It should be used on all new policies, projects, functions, staff restructuring, major development or planning applications, or when revising them.

Full guidance on the Council's duties and EIAs and the full EIA template is available at [Equality Impact Assessments](#).

Proposal/Project/Policy Title	Family Time Family Contact Service – Framework
Service Area	Commissioning and Children’s Care and Support
Officer completing the EIA Screening Tool	Mazeda Bellevue
Head of Service	Heather Storey
Date	15/01/2024
Brief Summary of the Proposal/Project/Policy Include main aims, proposed outcomes, recommendations/decisions sought.	<p>The Specialist Intervention Service (SIS) Family Time Family Contact service is responsible for the implementation and delivery of supervised contact for children and their parents, in line with court ordered supervised contact arrangements while care proceedings are ongoing, or when they are subject to a Care Order under Section 31 of the Children Act 1989.</p> <p>The Family Time Family Contact service use a mixed model to deliver Family Contact services for the London Borough of Barking and Dagenham. This comprises of an inhouse Family Contact service and the use of externally commissioned accredited Family Contact providers through a Framework Agreement.</p> <p>Over the last three years, there has been an increase in the demand in the numbers and frequency of court ordered supervised Contact. As a result of this, the Family Time Family Contact service have had to increase the use of externally commissioned providers as the in-house service alone, does not have capacity to fulfil the demand.</p> <p>The current Family Contact framework agreement is due to expire on the 31st May 2024, however ‘call off contracts’ with</p>

	<p>providers will be extended prior to the framework expiring to enable us to continue to use the providers whilst a new procurement exercise is undertaken. The new Framework will be for a period of 4 years (2 + 1+ 1).</p> <p>Cabinet Approval is required to commence a further procurement exercise to be compliant with the Councils Contract Rules.</p>	
Protected characteristic	Impact	Description
Age	Positive impact (L)	<p>There will be a positive impact on this protected characteristic as the service being delivered will work with members of the public of all ages pertaining to the support of children and young people aged 0- 18.</p> <p>The service will have EDI policies in place and will ensure all support given is inclusive and sensitive to the needs of service users.</p>
Disability	Positive impact (L)	<p>There will be a positive impact on this protected characteristic as the service being delivered will work with families around the needs of any identified disability.</p> <p>Providers are given detailed risk assessments outlining the needs of all parties attending the contact sessions. The provider would be expected to accommodate, facilitate and support those needs.</p> <p>For example, if a child or parent/carer had mobility needs (wheelchair user), the venue/space being used would need to be accessible, including bathrooms, washrooms etc. Similarly, where a child or parent/carer was hearing impaired, the provider would need to collaborate with the translator or interpreter to ensure they understand what is being communicated. This would be the same for nonverbal children.</p> <p>Staff will be allocated based on their experience and ability to work with individuals.</p>

		The service will have EDI policies in place and will ensure all support given is inclusive and sensitive to the needs of service users.
Gender re-assignment	Positive impact (L)	<p>There will be a positive impact on this characteristic. The service will ensure it provides staff with relevant Equality and Diversity training to ensure staff have an understanding on non-discriminatory and non-judgemental practices when working with the public. For example, showing consideration in using correct pronouns, making sure a broad range of toys and resources are available that do not confirm to gender stereotypes.</p> <p>The service will have EDI policies in place and will ensure all support given is inclusive and sensitive to the needs of service users.</p>
Marriage and civil partnership	Low negative impact (L)	<p>No perceived impact</p> <p>The service will have EDI policies in place and will ensure all support given is inclusive and sensitive to the needs of service users.</p>
Pregnancy and maternity	Positive impact (L)	<p>There will be a positive impact on this characteristic due to the service promoting contact between parent and child.</p> <p>The service will have EDI policies in place and will ensure all support given is inclusive and sensitive to the needs of service users.</p>
Race	Positive impact (L)	<p>The service will cater to the needs of our ethnically diverse community.</p> <p>The specification of the provision outlines the clear expectations to ensure that the support provided is culturally sensitive and inclusive.. For example,</p> <p>The service will have EDI policies in place and will ensure all support given is inclusive and sensitive to the needs of service users.</p>

Religion	Low negative impact (L)	No perceived negative impact on this protected characteristic. The service will provide support to cater to the needs of our ethnically diverse community. The service will have EDI policies in place and will ensure all support given is inclusive and sensitive to the beliefs and faith of all service users
Sex	Low negative impact (L)	No perceived negative impact on this protected characteristic. The service will have EDI policies in place and will ensure all support given is inclusive and sensitive to the needs of service users.
Sexual orientation	Low negative impact (L)	No perceived negative impact on this protected characteristic. The service will have EDI policies in place and will ensure all support given is inclusive and sensitive to the needs of service users.
Socio-Economic Disadvantage¹	Low negative impact (L)	No perceived negative impact on this protected characteristic. The service will have EDI policies in place and will ensure all support given is inclusive and sensitive to the needs of service users
How visible is this service/policy/project/proposal to the general public?		Medium visibility to the general public (M)
What is the potential risk to the Council's reputation? Consider the following impacts – legal, financial, political, media, public perception etc		Low risk to reputation (L)

If your answers are mostly H and/or M = **Full EIA to be completed**

¹ Socio-Economic Disadvantage is not a protected characteristic under the Equality Act. London Borough of Barking and Dagenham has chosen to include Socio-Economic Disadvantage as best practice.

If after completing the EIA screening process you determine that a full EIA is not relevant for this service/function/policy/project you must provide explanation and evidence below.

It is felt that a full EIA is not required for this service. The services to be delivered/commissioned is likely to have a positive impact with limited impact on the protected characteristics outlined above.

There is an expectation of the provider to reflect the Council's approach to equalities, diversity and inclusion. This will highlight the importance of culturally sensitive support when working with young people, particularly those who are classed as vulnerable.

The provider will be contact monitored to ensure that the contractor adheres to The Equality Act 2010 and council policies and procedures in accordance with the service specification with clear escalations routes to highlight any concerns around equality of practice.

The Contract aligns to the Council's approach to equalities, diversity and inclusion and will refer to and stipulate the requirement of adherence.

Please submit the form to CE-strategy@lbbd.gov.uk and include the above explanation as part of the equalities comments on any subsequent related report.