

# Equality Impact Assessment Template

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Before carrying out an Equalities Impact Assessment (EIA), you should familiarise yourself with the [guidance](#). This document should be in **plain English**, include **Stakeholder** involvement and be able to stand up to **scrutiny** (local and/or court) if/when challenged to ensure we have met the councils public sector equality duty.

An Equality Impact Assessment (EIA) should be completed when you are considering:

- developing, reviewing or removing policies
- developing, reviewing or removing strategies
- developing, reviewing or removing services
- developing, reviewing or removing a council function/system
- commencing any project/programme

## Assessor(s) Name and job title:

**Claire Shand – Director of Corporate Services**

## Directorate and Team:

**Corporate Services Directorate – HCC/IWC Childrens Services Partnership Exit Project**

## Name, aim, objective and expected outcome of the programme/ activity:

**Name:** HCC/IWC Childrens Services Partnership Exit Project

**Aim:** to terminate on 31 January 2024 the current partnership agreement with Hampshire County Council that delivers the strategic leadership and management of Children’s Services for the Isle of Wight.

**Objective:** To secure the most economic, efficient and effective future leadership and management arrangements for the Isle of Wight Council’s children’s services functions and will serve the needs of children and young people on the Isle of Wight.

**Expected outcome:** to continue to deliver children’s services from 1 February 2024 with minimum disruption to those services.

**Background:** The Isle of Wight Council entered a strategic partnership with Hampshire County Council for the leadership and management of Children’s services in June 2013. This followed an Ofsted inspection during 2012 which resulted in the council judged as inadequate in the effectiveness of its arrangements to protect children. The partnership arose out of a Statutory Direction put in place by the Secretary of State for Education for a period of five years, to deliver the necessary improvements for both children’s safeguarding and education services. The partnership was renewed in 2017 to ensure there were continued improvements across all aspects of children’s services, with a particular focus on safeguarding standards for vulnerable children and to work with schools across the Island to improve educational standards for all.

The improvement programme continued and in November 2018, Ofsted returned for a full inspection. This resulted in a judgement of Good, across all aspects of children’s services. Ofsted returned in July 2021 for a focussed visit and reported the senior leadership team had continued at pace with their transformation project since the previous inspection in November 2018 when they were rated as good. Hampshire County Council now believes it is the right time for the strategic partnership to end and requested that negotiations commence on termination of the partnership with effect from 31 January 2024.

In determining the acceptance of termination of the partnership agreement, the council needs to consider its options for the longer-term leadership and management arrangements of children’s services on the Isle of Wight. On 14 September 2023 the Cabinet will review the report on the options open to the council for the future strategic leadership and operational management arrangements of its children’s services functions. The recommended option is to return the overall leadership and management of children’s services functions in-house with arrangements for the ‘buy-back’ of specialist service support/provision where there is a cost-benefit to do so.

**Reason for Equality Impact Assessment (tick as appropriate)**

This is a <b>new</b> policy/strategy/service/system function proposal	
This is a proposal for a <b>change</b> to a policy/strategy/service/system function proposal function <i>(check whether the original decision was equality impact assessed)</i>	✓
<b>Removal</b> of a policy/strategy/service/system function proposal	
<b>Commencing</b> any project/programme	

## Equality and Diversity considerations

Describe the ways in which the groups below may be impacted by your activity (prior to mitigation). The impact may be negative, positive or no impact.

Protected Characteristic	Negative, positive or no impact (before mitigation/intervention) and why?	Does the proposal have the potential to cause unlawful discrimination (is it possible that the proposal may exclude/restrict this group from obtaining services or limit their participation in any aspect of public life?)	How will you advance the equality of opportunity and to foster good relations between people who share a protected characteristic and people who do not.	What concerns have been raised to date during consultation (or early discussions) and what action taken to date?	What evidence, analysis or data has been used to substantiate your answer?	Are there any gaps in evidence to properly assess the impact? How will this be addressed?	How will you make communication accessible for this group?	What adjustments have been put in place to reduce/advance the inequality? (Where it cannot be diminished, can this be legally justified?)
<b>Age</b> (restrictions/difficulties both younger/older)		No – the proposal does not change the current services						
<b>Disability</b> a) Physical b) Mental health (must respond to both a & b)		No – the proposal does not change the current services						

<b>Race</b> (including ethnicity and nationality)		No – the proposal does not change the current services						
<b>Religion or belief</b> (different faith groups/ those without a faith)		No – the proposal does not change the current services						
<b>Sex</b> (Including Trans and non-binary – is your language inclusive of trans and non-binary people?)		No- the proposal does not change the current services						
<b>Sexual orientation</b> (is your language inclusive of LGB groups?)		No - the proposal does not change the current services						
<b>Pregnancy and maternity</b>		No - the proposal does not change the current services						
<b>Marriage and Civil Partnership</b>		No - the proposal does not change the current services						
<b>Gender reassignment</b>		No - the proposal does not change the current services						

In order to identify the needs of the groups, you will need to review data, statistics, user feedback, population data, complaints data, staffing data ([SAPHRreports@iow.gov.uk](mailto:SAPHRreports@iow.gov.uk)), community/client data, feedback from focus groups etc. When assessing the impact, the assessment should come from an evidence base and not through opinion or self-knowledge.

## H. Review

How are you engaging people with a wide range of protected characteristics in the development, review and/or monitoring of the programme/activity?

Service provision will remain unchanged by the decision being taken to secure the future arrangements for the leadership and management of the Isle of Wight Council's children's services functions.

Key stakeholders as outlined in the cabinet report will be invited to provide their feedback on the options presented for decision making purposes and to raise any equality and diversity concerns or issues that are considered necessary to be taken account of in determining the final decision.

## H. Sign-off

**Head of Service sign off & date:**

Name: Claire Shand – Director of Corporate Services  
Date: 4 September 2023

**Legal sign off & date:**

Name: Judy Mason  
Date: 31/08/23