

Impact Assessment

Assessment of: Health & Wellbeing Services into Atkinson Secure Childrens Home 2025-2029

Service: Children's & Young People's Futures

Head of Service: Julian Wooster

Version / date of sign off by Head of Service:

Assessment carried out by (job title): Patricia Mander (Senior Commissioning Manager)

1. Description of project / service / activity / policy under review

New contracts for the health and wellbeing services that operate to support the young people and staff at the Atkinson Secure Childrens Home need to be created. The services include:

- Child and Adolescent Mental Health Services (CAMHS)
- Nursing
- General Practice (GP)
- Occupational Therapy (OT)
- Speech and Language Therapy (SaLT)

2. Proposal, aims and objectives, and reason for change or review

These new contracts need to be created because:

- The secure childrens home cannot operate without these services.
- The existing contracts are due to expire.
- A new provider needs to be identified for some services as one of the existing providers is withdrawing from these services.

By conducting the process of procurement of these five services the home will remain open. This will mean that:

- Young people in the home can continue to receive the medical help and support they need.
- There will continue to be a secure children's home in Devon so that where appropriate Devon Young People will not have to leave Devon to get the help they need.
- The expertise and skills that the home is able to offer will remain in Devon.
- Staff working at the home will keep their jobs.
- The home will continue to be cost neutral for the council.

3. Risk assessment, limitations and options explored (summary)

The three options that have been analysed are:

Procure Services from External Providers: In this case the current contracts would expire on

the 31st March 2025 and be replaced by new contracts, some with new providers and some with existing providers where:

- These providers can demonstrate a good standard of delivery to the young people living in the secure childrens home.
- These providers want to continue delivering these services.
- We are asking for a very similar service compared with what they already provide.

The CAMHS, Nursing and SaLT services will need to be a new contract with a new provider but the GP and OT services can continue with the existing providers as the above conditions can be met.

DCC are following nationally recognised procurement processes for these healthcare services and all the providers needed to deliver these services have been identified.

This option would enable the home to continue to operate at or above its current level of quality, meeting the needs of the young people who live there and the staff that work there. Staff can expect their existing employment terms and conditions to be met at no additional cost to DCC.

This would ensure that as much as possible continuity for the young people these services and this home supports is maintained. Therefore in terms of impact, this would be minimal of all three options available.

This is the option we will be implementing.

In-Housing Services to DCC: In this case the current contracts would expire on the 31st March 2025 and any staff eligible for TUPE would be transferred to DCC establishment carrying with them their NHS Agenda for Change terms and conditions. This includes requirements for clinical supervision, wages and pensions. Other staff needed to deliver the services and support clinical supervision will need to be procured or recruited to by DCC.

This course of action is not supported by the funding organisation, NHS England Health & Justice so cannot be supported. Aside from this it would also present significant challenges because:

- It would be a bigger financial impact for DCC
- Ensuring continuity of service should staff members become ill or leave would be more difficult for DCC than for healthcare providers.

Do Not Replace The Contracts: In this case the current contracts will expire on the 31st March 2025. When this happens the home will have to close

This option has not been selected as it will negatively impact young people, staff and it will be costly for Devon County Council.

4. People affected, diversity profile and analysis of needs

Young People

The Home has bed spaces for up to eight young people aged 10-17 years old who have been placed there for their own welfare under Section 25 of the Childrens Act 1989.

The young people can be from anywhere in the UK but more commonly they come from

England or Wales. Children from Devon and neighbouring authorities are also accommodated in the home.

Accepting referrals is based on meeting a person's individual needs and is not dependent on any specific characteristic.

All young people will be Children in Care.

There are over 68 permanent staff altogether within the Home which includes education staff, residential staff, health staff, maintenance staff.

5. Stakeholders, their interest and potential impacts

For young people living in the home or who may need to live in the home in the future the main interest is rooted in having consistent delivery of high quality healthcare services. Therapeutic relationships with professionals take time to get established and where possible supporting young people to remain closer to their home communities, where appropriate, is important.

Staff are another key stakeholder group for these decisions and they too will be supportive of continuity of delivery where possible to maintain consistent working environments and employment opportunities.

NHS England Health and Justice are the funding organisation for these commissioned services and while DCC supports the commissioning and procurement activities, NHS E retain the accountability for the commissioning and the delivery. They will support continuity of services to enable them to deliver their commitment to high quality healthcare services for Young People around the UK living in secure accommodation.

DCC runs the home and employ staff within the home to work alongside the young people and the healthcare professionals. To support Devon Young People and deliver on the funding agreement with NHS E, it is in their interest to achieve continuity of healthcare services.

6. Additional relevant research used to inform this assessment

Atkinson Secure Childrens Home Health Needs Assessment, 2023.

7. Description of consultation process and outcomes

Full public consultation is not required as services are not being changed in any form and the requirements of these services are set by national standards. However consultation has been carried out with all the relevant stakeholders.

Background information

8. Equality analysis

Under the Equality Act 2010, the local authority must consider how people will be affected by a service, policy or practice. In so doing we must give due regard to the need to: eliminate unlawful discrimination, harassment and victimisation; advance equality of opportunity and foster good relations across protected characteristics of age, disability, gender reassignment, pregnancy and maternity, marriage and civil partnership (for work), sex, sexual orientation, race, and religion and belief. The Equality Act 2010 and other relevant legislation does not prevent

the Council from taking difficult decisions which result in service reductions or closures for example, it does however require the Council to ensure that such decisions are: informed and properly considered with a rigorous, conscious approach and open mind, taking due regard of the effects on the protected characteristics and the general duty to eliminate discrimination, advance equality and foster good relations; proportionate (negative impacts are proportionate to the aims of the policy decision); fair, necessary, reasonable, and those affected have been adequately consulted.

- a) Is this group negatively or potentially negatively impacted, and in what way?
- b) What could be done or has been done to remove the potential for direct or indirect discrimination, harassment or disadvantage and inequalities?
- c) In what way do you consider any negative consequences to be reasonable and proportionate in order to achieve a legitimate aim?
- d) What can be done to advance equality further? This could include meeting specific needs, ensuring equality of opportunity and access, encouraging participation, empowering people, making adjustments for disabled people and action to reduce disparities and inequalities.
- e) Is there a need to foster good relations between groups (tackled prejudice and promote understanding) and help people to be safe and protected from harm? What can be done?

All residents by geographic area

Young people at the home can come from across the UK. The recommended option will enable local healthcare providers to continue to support these young people.

It will also continue to support employment opportunities for people with relevant skillsets.

It will also enable local young people living at the home to remain more connected to their local community.

Age

The Young People are aged 10-17 as this is the age range for which Section 25 is applied for secure accommodation.

Disability (includes sensory, mobility, mental health, learning disability, neurodiversity, long term ill health) and carers of disabled people

Referrals to the home are accepted based on meeting the needs of the young people and therefore provided that there are the skills available or the pathways to support can be developed, these young people are accommodated at the home.

Race and culture: nationality/national origin, ethnic origin, skin colour, religion and belief, asylum seeker and refugee status, language needs

Accepting referrals is based on meeting a person's individual needs and is not dependent on any specific characteristic.

Sex and gender identity and reassignment (including men, women, non-binary and transgender people), and pregnancy and maternity (including women's right to breastfeed)

Accepting referrals is based on meeting a person's individual needs and is not dependent on any specific characteristic.

Sexual orientation, and marriage/civil partnership if work related

Accepting referrals is based on meeting a person's individual needs and is not dependent on any specific characteristic.

Other relevant socio-economic factors and intersectionality

All young people in the home are Children in Care.

9. Human rights considerations:

The human rights of the young people are protected as required under Section 25 of the Childrens Act 1989.

10. Environmental analysis

This decision will have no environmental impact.

11. Economic analysis

The recommended option minimises the economic impact as it will involve the continuity of the current situation.

Impact on knowledge and skills

The recommended option will maintain a specialist skill base within Devon for healthcare professionals wanting to work and support this cohort of young people.

Impact on employment levels

The recommended option will maintain employment levels associated with the home as services continue to delivery to young people.

Impact on local business

The recommended option does not have an impact on local business other than those derived by maintaining the employment levels above.