



EQUALITY/COMMUNITY IMPACT ASSESSMENT

<p>1.What is the name of the savings proposal and its current status?</p>
<p>Remodel Child and Adolescent Mental Health (CAMHS) Input. It is currently being considered for consultation by elected members (TS204).</p>
<p>2. Which Service is responsible for this proposal?</p>
<p>Targeted Services</p>
<p>3. Does this proposal impact on other services or other service savings proposals and if so, have you discussed this proposal with the Service Directors from those other services?</p>
<p>In order to reduce expenditure within Targeted Services, This will reduce the capacity of the multi agency team to support as many children and young people with mental health and emotional wellbeing concerns, but by appropriate screening of referrals it is anticipated that the service will still be able to offer appropriate levels of support to those children and young people most in need.</p> <p>There is a vacancy within the CAMHS service that should enable us to make this staffing change without any existing staff within the team being at risk of redundancy.</p> <p>This has been discussed with NHS managers within the CAMHS service.</p>
<p>4.Please state the name of the officer leading the EIA</p>
<p>5. Who has been involved in undertaking this assessment e.g. list the stakeholder groups which have been involved?</p>
<p>This has been discussed with NHS managers within the CAMHS service.</p>
<p>6.What is the scope of this assessment?</p> <ul style="list-style-type: none"> • -what is included in this assessment <p>-does this proposal link to any other proposals (i.e. previous or current). If so, please state</p>
<p>To date, the proposal and its impact has been considered by NHS managers within the CAMHS service. A fuller consultation process will begin if agreement to go out to consultation is given by elected members.</p>
<p>7 a).What does the function currently do? b).Describe the needs which this service meets?</p>
<p>The multi agency CAMHS service is based at Birch Hill hospital, and offers therapeutic support to children and young people in the Borough who are experiencing emotional difficulty or trauma. The team offers individual interventions, advice and consultations to other professionals and group work</p>

sessions. The service also offers an emergency response (within 24 hours) to children and young people who are believed to have attempted suicide.

8. What changes do you propose to make?

9. Who are the key stakeholders who may be affected by the changes proposed?

Children, young people and their parents and carers.

Staff within the CAMHS service who will see a reduction in staffing.

Targeted Services and other services that refer into CAMHS, such as GPs and school health practitioners may see less of their referrals being accepted by the service.

10. What impact will this proposal have on all the protected groups

Race Equality

There is no unequal impact in this customer group.

Disabled People

There is no unequal impact in this customer group.

Carers

Due to the reduced capacity to offer CAMHS services, some parents and carers may have to wait longer for the child(ren) that they care for to see a CAMHS worker or, if the child(ren) in question are seen as presenting lower levels of need, parents and carers may be signposted to other services to access support. For the child(ren) that they care for.

Gender

There is no unequal impact in this customer group.

Older and Younger People

As there is a reduction in the number of staff available to offer dedicated CAMHS, there will be some impact on children and young people. However, children and young people currently referred to the CAMHS service who are assessed as eligible to receive a service are offered support by a variety of services that includes specialist CAMHS staff, as well as more generic professional services such as school health practitioners and children's social workers. This proposal will therefore see a continuation of this means of offering CAMHS related support to children, with a small percentage receiving tier 2 rather than specialist tier 3 support.

People who are Socio-Economically Disadvantaged

There is no unequal impact in this customer group.

Religion or Belief

There is no unequal impact in this customer group.

Sexual Orientation

There is no unequal impact in this customer group.

Gender Reassignment
There is no unequal impact in this customer group.
Pregnant Women or Those on Maternity Leave or Those who have given Birth in the Previous 26 weeks
There is no unequal impact in this customer group.
Marriage or Civil Partnership
There is no unequal impact in this customer group.

11. What are the main conclusions arising from this analysis?

Whilst the proposal will reduce service delivery capacity, this will be managed by effective screening at point of referral and good case management within the CAMHS service to ensure that services are effectively targeted and reviewed.

12. What measures do you propose to put in place to mitigate any adverse impacts?

Possible Adverse Impact	Mitigation Measure
The service is able to offer services to a reduced number of children and families.	The CAMHS service has streamlined its services over the last 12 months, improving its early intervention responses and continuing to offer support to children in the Borough. This proposal will reduce the number of children who can access the service, but it is considered that even with this reduction, the service will be able to respond to those most in need.
	By appropriate screening of referrals it is anticipated that the service will still be able to offer appropriate levels of support to those children and young people most in need.
	By appropriate reviewing of cases it is anticipated that the service will still be able to offer appropriate levels of support to those children and young people most in need.
	Liaise with Health Service commissioners to explore whether funding for this post is available via a different source.

What evidence do you have which demonstrates that these measures will be effective?

The first three of the identified mitigation measures is currently employed within the service to ensure that those children with the greatest need are able to access the CAMHS services. Continuation of this practice will ensure that those most in need are still able to access CAMHS support.

13. Please attach a copy of your consultation action plan.

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Please briefly outline below who has been consulted and which consultation methods were used.

Future consultation plan to be confirmed.

14. Please complete the mitigation action plan below.

Mitigation Action Plan

Mitigation Measure	Action	Responsible Officer	End Date	Status
Children and young people currently referred to the CAMHS service who are assessed as eligible to receive a service are offered support by a variety of services that includes specialist CAMHS staff, as well as more generic professional services such as school health practitioners and children's social workers.	This proposal will therefore see a continuation of this means of offering CAMHS related support to children, with a small percentage receiving tier 2 rather than specialist tier 3 support.	Louise Gledhill/David Capper (NHS)	Ongoing from 1 st April 2013	

15. Equality impact analysis sign off by the Director of Service, and an Executive Leadership Team (ELT) Representative

Name	Position	Date
		04/09/12