

Swindon Borough Council and NHS Swindon Diversity Impact Assessment for: Restructuring of ICT Team in Children Services
--

1 What's it about?

The ICT Team in the Access & Provision Directorate in Children Services provides a range of services and support including;

- Co-ordination of processing of Member-level reports across Children Services
- Communications, particularly with schools, including 'schoolsonline'
- Updating the content of Children Service information on the Councils Intranet
- Co-ordinate the production and updating of printed public information for Safeguarding and Corporate Parenting
- ICT e-safeguarding
- Strategic ICT support to schools, including South-West Grid for Learning

The ICT Team works closely with a number of partners, including schools, Capita, the Police, LSCB and the South-West Grid for Learning. One of the key statutory responsibilities is regarding online child protection.

In relation to communications the ICT team publishes online content to schools on behalf of Children Services. Additionally channels of publishing online content include working closely with the corporate communications team.

The focus of this proposal is to restructure the communications functions of the team, and thereby cease and reduce some of the channels of publications. Additionally this proposal seeks to business process re-engineer the co-ordination of printed leaflets on behalf of the Safeguarding and Corporate Parenting Directorate.

2 Who's it for?

As part of the proposal, the focus of the DIA relates to the need to achieve savings by reducing the staffing level by one post related to communications.

The co-ordination of production and updating of printed public information, (e.g. advice leaflets) for Safeguarding and Corporate Parenting, benefits managers as a delegated task. The printed leaflets for parents and careers, provides a greater diversity of access to advice and information than that of just online content.

The ICT team currently liases between managers and the print Hub regarding requests for additional print runs, the updating of existing leaflets and the creation of new printed advice and guidance. The print Hub manages corporate branding and addresses the accessibility and social inclusion of the printed materials produced.

It is proposed that this co-ordination ceases from within the ICT team and managers within Safeguarding and Corporate Parenting liase direct with the print Hub.

The ICT team also manages the communications of Children Services to schools and the general public using Swindon.gov.uk and the school focussed website 'schoolsonline'.

The publication of online information benefits staff, parents, children and schools. The range of information comes from across the whole of Children Services and uses internet accessibility technologies to assist people with disabilities. To assist in overcoming the social economic barriers of access to the internet, the library service provide free online computer access to the residence of Swindon.

As part of a corporate drive to ensure consistency and accessibility of published material on Swindon.gov.uk, ICT team no longer uploads the content on behalf of Children Services. This has resulted in the centralised publication and uploading of content from across Council by the corporate communications team. In the previously distributed model of departmental uploading of public information, the ICT team trained and supported staff and managers on the system that is no longer in use.

3 Impact

The ICT communications support to Children Services has and continues to change. As a result there is a diminishing and ceasing of support role provided by the Team to Children Services.

The impact of the proposal to reduce the staffing within the communications aspect of the Team relating to the co-ordination of printed material for Safeguarding and Corporate Parenting, will result in a consistent approach across Children Services whereby all managers are responsible for these tasks.

This proposed change will not be detrimental to the publication of information to the Councils Intranet as this content now remains predominantly static. Whilst Children Services information is still published on the Councils website, the function no longer resides within the ICT Team.

The ICT team does still manage the content and uploading of information to the schools specific website, 'schoolsonline' on behalf of Children Services. This website provides information to all schools within Swindon, including all Academies, and is proposed to continue to do so.

4 So what?

Whilst the specific online channel of information to all schools, 'schoolsonline', will continue to be published from within the ICT Team, capacity could be diminished as a result of the changes being proposed. This will need to be continually monitored to meet the needs of all users, and re-engineered as appropriate to ensure accessibility of the information, advice and guidance to all schools.

The proposed removal of the co-ordinating of printed leaflets for Safeguarding and Corporate Parenting will require the managers to take on this function with the Print Hub direct. However this proposal does not seek to reduce the production and therefore access of printed leaflets. The proposed change is a result of business process re-engineering rather than a reduction in service.

We believe that there is not an adverse impact from this proposal on the basis of age, gender, sex, disability, race, religion, sexual orientation, maternity/pregnancy, marital/civil partnership status.

For the record	
Name of person leading this DIA <i>Huw Ford</i>	Date completed
Names of people involved in consideration of impact	
Name of Director signing DIA <i>Ian Bickerton</i>	Date signed