

Equality Impact Assessment Form

Revised September 2010



(Equality target groups are those which cover the 9 protected characteristics under the Equality act 2010: age, disability, gender reassignment, marriage & civil partnership, pregnancy & maternity, race, religion/belief, sex (as in male or female) and sexual orientation)

When completing the equality impact assessment, please remove wording not applicable to what you are assessing e.g. service, policy, procedure, practice or project

Part 1 Aims & implementation of the decision

This section is the title of what is being assessed, responsible officers, purpose, where it fits within the council's wider aims and how it supports the legislation to eliminate unlawful discrimination and the promotion of equal opportunities. *(Please refer to the guidance for additional information)*

1.1 What is being assessed

Corporate Parenting Strategy – this strategy is fundamental to the council and our partners. The Local Authority (The Isle of Wight Council) is responsible for looking after those children and young people who cannot be cared for by their own parents. This responsibility is known as Corporate Parenting.

1.2 Officer(s) and section or service responsible for completing the assessment

Kate Freeman – Principal Officer for Quality and Safeguarding

Pete Holland – Administrative Officer Children and Young People Directorate

Rosie Barnard – Lead officer Diversity & Wellbeing

1.3 What is the main purpose or aims of the strategy

To align the council's strategic approach to strengthening the corporate parenting arrangements for children and young people on the Isle of Wight in partnership with the Local Authority and Children's Trust.

The Corporate Parenting Strategy will enable those of us who work with Children In Care to act as their champions, supporting their development in a safe and supportive, nurturing and stable environment.

The Strategy builds on a well established programme of communication and involvement with Children In Care.

To support the Care Matters agenda which sets out a vision to ensure that in future Children In care would have the same opportunities as their peers – a good education, good health care and consistent support, advice and practical help to give them a strong foundation on which they can build happy and successful lives.

1.4 Who is affected by the strategy? Who is it intended to benefit and how?

All children and young people on the Isle of Wight will benefit from our commitment to work with children, young people, parents, schools and partner agencies to help families to stay together safely. Where this can't be achieved and children are placed into care this Strategy commits to raising the outcomes of this vulnerable group by:-

- sharing responsibility for children’s wellbeing with family members and carers, where possible,
- ensuring that all of its services maintain high standards and encourage, protect and support children in line with their needs and abilities,
- valuing and responding to the diverse and minority needs of children and their families by ensuring that services are allocated on the basis of need.
- consulting with and responding to the views of children and young people and encouraging their active involvement in service development,
- providing a full range of support services in conjunction with our partners,
- encouraging children and young people to play an active part in the local community, utilising its opportunities and activities,
- being ambitious for our children in care, sharing and celebrating their achievements,
- Ensure the needs of our children in care are considered in all other relevant strategies.

The strategy will also ensure that staff and Members refresh their understanding and commitment to the promises that have made to Children In Care.

1.5 Has the strategy been promoted or explained to those it might affect directly or indirectly?

The refresh of the Corporate Parenting Strategy has been promoted through consultation at the Children In Care Council. The Children in Care Council has been actively involved in reviewing the Council’s pledge to children in care, which is incorporated in the strategy. Once endorsed by Council, the Strategy and its implications will be re-communicated to the Children in Care Council

The Corporate Parenting Board has provided the opportunity for its members (Councillors, Senior Management, Team Managers, Practitioners, Foster Carer Representative) to comment on the development of the strategy and its implications on their work.

1.6 How does the strategy contribute to better community cohesion?

By working together, cross agency to support families and preventing family breakdowns. Improving the outcomes for Children In Care, raising standards, attainment and providing support and stability to enable and celebrate achievement. The aim of the Strategy is for Children In care to feel cared about, not just cared for.

1.7 How does the report fit in with the council's wider aims?

An Inspired Island – keeping children and young people safe and raising standards and increase skills.

The Every Child Matters – improving the five outcomes of all Children in Care on the Island.

- ▶ Be healthy
- ▶ Stay safe
- ▶ Enjoy and achieve
- ▶ Make a positive contribution
- ▶ Achieve economic well-being

1.8 What is the relevance of the aims of the strategy to the equality target group and the council's duty to eliminate unlawful discrimination and promote equality of opportunity?

The Strategy will provide an opportunity for services to improve the long term outcomes for Children In care to ensure that they have a sense of belonging, are supported to thrive to achieve their potential whilst removing the potential barriers that disadvantage them by their life circumstances.

1.9 How is, or how will the strategy be put into practice and who is responsible for it?

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The Strategy is owned by the Director of Children and Young People in partnership with the Lead Member for Children and the Local Authority Children's Trust Board.

It will be put into practice via the following processes:-

Stage 1 - Review of the Strategy – report to Full Council – approval by council of the commitments to Children In Care

Stage 2 – Director, Deputy Director – Safeguarding, Lead Member, Lead Officer for Quality and safeguarding and other key staff will be responsible for the promotion and implementation of the Strategy

Stage 3 – The Corporate Parenting Board will receive bi-monthly reports to monitor the performance of key areas including children In care profile, attainment levels, stability of placement, social worker change and health assessments

Part 2 Consideration of data and research

To conduct the assessment, you will need information about service users and staff that provide the service. This section is to help you identify the sort of information that will be needed to help you assess whether there may be barriers to different equality groups who access your service, policy, procedure, practice or project. *(Please refer to the guidance for additional information)*

2.1 List all examples of quantitative and qualitative data or any consultation information available that will enable the impact assessment to be undertaken

Children In Care Council/Corporate Parenting Board minutes - Strategy and pledge development

Established programme of consultation and involvement of Children in care

Lead Member holds regular meetings with Children's Participation and Rights Officer

Satisfaction levels of service provision with Children In Care – and parent involvement Survey – Listening to Young people

View of Children In Care Council

Have Your Say days – consultation and action events

Young People are involved in interviews of all key posts within the Children and Young People Directorate in service areas that have a direct impact on them.

2.2 Equalities profile of users and beneficiaries

The Strategy will support all Children In Care

2.3 Evidence of complaints against the report on the grounds of discrimination

None identified

2.4 What does the consultation, research and/or data indicate about the negative impact on the report

None

2.5 What does the consultation, research and/or data indicate about the positive impact on the report

The Strategy will provide the council and its partners a framework to support and drive forward improvements in outcomes for Children In Care.

Part 3 Assessment of impact

Now that you have looked at the purpose etc of the service, policy, procedure, practice or project (part 1) and looked at the research (part 2), this section asks you to assess the impact, positive and negative, of the service, policy, procedure, practice or project on each of the protected characteristics of the Equality Act 2010.

3.1 Complete this section with the following information – relating to all of the identified groups Equality Act 2010 (protected characteristics) (please refer to the guidance for additional information)

Protected Characteristics	Negative	Neutral	Positive	Comments
Age				
Disability			X	<ol style="list-style-type: none"> 1. Ongoing consultation with children and young people and their families, is intended to continually improve our responsiveness and choice of service delivery 2. Contract with National Youth Advocacy Service (NYAS) to provide independent info/advice/advocacy support for CIC and care leavers includes provision of non-instructed advocacy for children with disabilities
Gender Reassignment				
Marriage & Civil Partnership			X	As per disability - 1
Pregnancy & Maternity			X	As per disability - 1
Race			X	4% of Children In Care have diverse ethnic needs, which is a higher proportion than in the IOW general population
Religion / Belief				
Sex (male / female)				
Sexual Orientation (LGB&T)				

Part 4 Measures to mitigate disproportionate or adverse impact or improve on neutral or positive impacts: *(Please refer to the guidance for additional information)*

4.1 If there is any negative impact on any target equality group identified in part 3, is the impact intended or legal?

N/a

4.2 Specify measures that can be taken to remove or minimize the disproportionate or adverse effect identified in part 3. If none were identified, identify how disproportionate or adverse effect could be avoided in the future.

N/a

4.3 If there is no evidence that the strategy promotes equality, equal opportunities or improves relations within equality target groups, what amendments can be made to achieve this?

N/a

4.4 If a neutral or positive impact has been identified, can that impact be improved upon (continuous improvement)?

Ongoing consultation with children and young people and their families, is intended to continually improve our responsiveness and choice of service delivery, which will be monitored through the Strategy progress reports.

4.5 How will the strategy be implemented?

Following approval by delegated decision the strategy will be promoted and monitored through the effectiveness of improvements to Corporate Parenting arrangements to enhance fair access to services

4.6 As 4.5 above please identify training requirements.

Promotion of Strategy to staff, members and partner agencies.

Part 5 Conclusions & recommendations

This section ensures that what ever we are impact assessing, whether it be a service, policy, procedure, practice or project that ensure that we abide by the general and specific duties to promote race, disability and gender equality. *(Please refer to guidance for additional information)*

5.1 Does the report comply with equalities legislation?

Yes

5.2 What are the main areas requiring further attention?

On going consultation to ensure fair access to services to ensure that all Children In Care have the same or similar life chances to other children and young people living on the Isle of Wight

Monitoring of data to ensure that the services provided meet the need of Children In Care and their families.

5.3 Summary of recommendations for improvement

To effectively fulfil our role in driving forward improvements in outcomes for Children In Care

5.4 What equality monitoring, evaluation, review systems have been set up to carry out regular checks?

Regular reports to the Corporate Parenting Board on a bi-monthly basis to monitor performance of key areas including Children In care profile, attainment levels, stability, social worker change and health assessments.

5.5 When will the Strategy be amended or reviewed?

Annually

Part 6 Action / improvement plan

The table below should be completed using the information from the equality impact assessment to produce an action plan for the implementation of the proposals to:

1. Lower the negative impact, and/or
2. Ensure that the negative impact is legal under anti-discriminatory law, and/or
3. Provide an opportunity to promote equality, equal opportunity and improve relations within equality target groups, i.e. increase the positive impact

Please ensure that you update your service/business plan within the equality objectives/targets and actions identified below:

Area of negative impact	Changes proposed	Lead officer	Timescale	Resource implications	Comments
Age					
Disability					
Gender Reassignment					
Marriage & Civil Partnership					
Pregnancy & Maternity					
Race					
Religion / Belief					
Sex (male or female)					
Sexual Orientation					
Geographical location					
All of the above	Promotion of the revised Strategy across the council and partners	Director CYP	Following delegated decision approval	Within current budget provision	

Part 6 continued – Equality Impact Assessment – Summary report

The results of equality impact assessments must be published. Please complete this summary, which will be used to publish the results of your impact assessment on the council’s website. Please access the Work tab of the council’s intranet and follow the instructions to upload your completed equality impact assessment on to the website.

Date of assessment

Officer’s name **Role**

Service, policy, procedure, practice or project that was impact assessed

Summary of findings

Summary of recommendations and key points of action plan

Groups that this policy will impact upon

Age	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Disability	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Gender Reassignment	<input type="checkbox"/>	<input type="checkbox"/>
Marriage & Civil Partnership	<input type="checkbox"/>	<input type="checkbox"/>
Pregnancy & Maternity	<input type="checkbox"/>	<input type="checkbox"/>
Race	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Religion / Belief	<input type="checkbox"/>	<input type="checkbox"/>

Sex (male/female)

Sexual Orientation