

# Equality Impact Assessment

## Stage 1 Details of the proposal

<b>Name of service</b>	Children's Social Care and Safeguarding
<b>Directorate</b>	Children's Services
<b>Name of officer responsible for EIA</b>	Interim Head of Children in Care Services
<b>Name of senior sponsor</b>	
<b>Description / purpose of proposal</b>	Barnsley Children in Care and Care Leavers Strategy (2022-25)
<b>Date EIA started</b>	1 <sup>st</sup> June 2022
<b>Assessment Review date</b>	31 <sup>st</sup> May 2023

## Stage 2 - About the proposal

<b>What is being proposed?</b>	The Borough's inaugural Children in Care and Care Leavers' Strategy has been developed for approval and adoption by Cabinet
<b>Why is the proposal required?</b>	This Strategy has been formulated as part of the Council's statutory responsibility towards improving the range of outcomes for children in care and young people leaving care. It builds upon both our 'Pledge' to children in care and our local 'offer' to young people leaving care, by going as far as possible to shield and support these groups of young people particularly from the long-term impact of the Covid-19 Pandemic on their lives, together with the impact caused by the rising costs of living.

**What will this proposal mean for customers?**

Please see above.

### Stage 3 - Preliminary screening process

**Use the Preliminary screening questions to decide whether a full EIA is required**

Yes - EIA required (go to next section)

No – EIA not required (provide rationale below including name of E&I Officer consulted with)

### Stage 4 - Scoping exercise - What do we know?

**Data: Generic demographics**

What generic data do you know?

Underlying data used to ensure equality of provision will include the Schools Census, pupil rolls, Department for Education statistical releases; the Borough Profile, together with specific subject related information, such as assessments and plans

**Data: Service data / feedback**

What equalities knowledge do you already know about the service/location/policy/contract?

Please see above

**Data: Previous / similar EIA's**

Has there already been an EIA on all or part of this before, or something related? If so, what were the main issues and actions it identified?

This is the first such Strategy to be introduced and adopted in the Borough

## Data: Formal consultation

What information has been gathered from formal consultation?

Consultation with children in care and young people leaving care, including representatives from the Barnsley Youth Council and Care4Us Council, on their experiences and the impact which events notably the Covid-19 Pandemic and the restrictions this imposed, together with the rising cost of living has meant to their mental and physical wellbeing. The Strategy forms an integral part of the Council and its statutory partners full commitment to maintaining stability in the lives of this vulnerable and disadvantaged group of young people, promote their life chances and to reduce inequality and deprivation.

One of the recommendations of the recent Independent Review of Children's Social Care is for children in care and care leavers to be ascribed protected characteristic status under the Equality Act

## Stage 5 - Potential impact on different groups

Considering the evidence above, state the likely impact the proposal will have on people with different protected characteristics

(state if negative impact is substantial and highlight with **red text**)

Negative (and potentially positive) impacts identified will need to form part of your action plan.

Protected characteristic	Negative ' - '	Positive ' + '	No impact	Don't know	Details
Sex					None anticipated
Age					None anticipated
Disabled <i>Learning disability, Physical disability, Sensory Impairment, Deaf People, invisible illness, Mental Health etc</i>					This matter will be the focus of our separate developing local 'offer' to children and young people with special educational needs, including disabilities
Race					Positive
Religion & Belief					As above
Sexual orientation					As above
Gender Reassignment					As above

Marriage / civil partnership		N/A			
Pregnancy / maternity		N/A			

Other groups you may want to consider					
	Negative	Positive	No impact	Don't know	Details
Ex services					Targeted support and intervention will continue to be provided to children and young people in need of additional help as part of the Armed Forces Covenant
Lower socio-economic					Positive
Other ...					-

**Stage 6 - BMBC Minimum access standards**

If the proposal relates to the delivery of a new service, please refer to the Customer minimum access standards self-assessment (found at )

If not, move to Stage 7.

Please use the action plan to be taken to ensure the new service complies with the minimum access standards and reasonable adjustments for disabled people.

Not yet live

The proposal will meet the minimum access standards.

The proposal will not meet the minimum access standards. –provide rationale below.

**Stage 7 – Action plan**

**To improve your knowledge about the equality impact . . .**

Actions could include: community engagement with affected groups, analysis of performance data, service equality monitoring, stakeholder focus group etc.

Action we will take:	Lead Officer	Completion date
Analysis and follow up action from performance data, linked both to the Strategy itself and the Virtual School for vulnerable children's development plan	Head Children in Care Services and Head of Education and Partnerships	March 2023

Engaging with children in care and young people leaving care through relationship-based social work practice, regular assessments and direct contact in order to gain an insight into each individual's experience as part of targeting support and intervention.	Head of Education and Partnerships	March 2023

**To improve or mitigate the equality impact . . .**

Actions could include: altering the policy to protect affected group, limiting scope of proposed change, reviewing actual impact in future, phasing-in changes over period of time, monitor service provider performance indicators, etc.

Action we will take:	Lead Officer	Completion date
Programme of general and targeted consultation	Head of Children in Care Services	March 2023
Identifying, disseminating and introducing best practice, including via the Independent Review of Children's Social Care	Head of Children in Care Services	March 2023

**To meet the minimum access standards . . .(if relevant)**

Actions could include: running focus group with disability forum, amend tender specification, amend business plan to request extra 'accessibility' funding, produce separate MAS action plan, etc.

Action we will take:	Completion date

**Not yet live**

**Stage 8 – Assessment findings**

Please summarise how different protected groups are likely to be affected

<b>Summary of equality impact</b>	This Strategy will enable the Council to go further in supporting children in care and young people leaving care, including those with specific, additional needs under the PSED to maintain stability in their lives and maintain their health and wellbeing. This will act as the foundation for improving the range of outcomes; to promote their life chances and to reduce inequality in health and income
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**Summary of next steps**

Please see comments in previous section

**Signature (officer responsible for EIA) Date**

**\*\* EIA now complete \*\***

## **Stage 9 – Assessment Review**

**(This is the post implementation review of the EIA based on date in Stage 1 if applicable)**

**What information did you obtain and what does that tell us about equality of outcomes for different groups?**