

Equality Impact Assessment (EIA) Form

Please read EIA guidelines when completing this form

1. Name of Service Area/Directorate

Name of Head of Service for area being assessed: Darryl Freeman (Corporate Director)

Directorate: Children and Young People

Individual(s) completing this assessment: Zoe Richards

Date assessment completed: 07/08/23

2. What is being assessed

Activity being assessed (eg. policy, procedure, document, service redesign, strategy etc.)

Placement Sufficiency Strategy for Children and Young People 2023 - 2028

What is the aim, purpose and/or intended outcomes of this activity?

To meet our statutory duties and ensure a published strategy to meet the assessed placement needs of children in care to Herefordshire. The purpose of the sufficiency strategy is to develop an approach towards growth that meets assessed need. As such it seeks to allow for the mechanism of delivery that is flexible, can accommodate individual need and inform future commissioning rather than defining specific targets. Each action within the associated plan will generate a specific EIA to consider within relevant business case how specific needs can be met and this is where such detail will be added where appropriate.

Name of lead for activity

Zoe Richards

Who will be affected by the development and implementation of this activity?

- Service users
- Patients
- Carers
- Visitors
- Staff
- Communities
- Other:

Is this:

- Review of an existing activity/policy
- New activity/policy
- Planning to withdraw or reduce a service, activity or presence?

What information and evidence have you reviewed to help inform this assessment? (name your sources, eg. demographic information for services/staff groups affected, complaints etc.)

This strategy is based on local data pertinent to looked after children, care leavers and provision sourced via contracts. This data is benchmarked against regional and national data and is understood in context to national reports on the state of the market. Review of feedback from national consultation with young people has informed the approach taken, achieving sufficient placements to allow flexibility and meet assessed need.

This strategy seeks to identify next steps for future commissioning activity. Future projects will be undertaken following agreed governance and will explore options in line with a fully collaborative approach with stakeholders including children and young people and their carers.

Summary of engagement or consultation undertaken (eg. who and how have you engaged with, or why do you believe this is not required)

Future projects will be undertaken following agreed governance and will explore options in line with a fully collaborative approach with stakeholders including children and young people and their carers.

Summary of relevant findings

There are opportunities to use existing provision more effectively and improve market management.
 There is a clear plan in place to deliver increased capacity across residential, fostering and semi-independent provision. These proposals will be developed through existing governance.
 Key to delivery of sufficiency is the ability to understand use and demand, allowing flexibility in mechanism of delivery and avoiding inefficient processes.

3. The impact of this activity

Please consider the potential impact of this activity (during development and implementation) on each of the equality groups outlined below. **Please tick one or more impact box below for each Equality Group and explain your rationale.** Please note it is possible for the potential impact to be both positive and negative within the same equality group and this should be recorded. Remember to consider the impact on staff, public, patients, carers, partner organisations, etc. in these equality groups.

Equality Group	Potential <u>positive</u> impact	Potential <u>neutral</u> impact	Potential <u>negative</u> impact	Please explain your reasons for any potential positive, neutral or negative impact identified
Age	✓			This strategy seeks to develop sufficient provision in area (where this is appropriate) to meet the assessed needs of children and young people who are in care or care leavers. Provision will allow transition into, through and between services according to care plans.
Disability	✓			This strategy seeks to develop sufficient provision in area (where this is appropriate) to meet the assessed needs of children and young people who are in care or care leavers. Provision will allow transition into, through and between services according to care plans. This strategy interfaces with the ongoing work across short breaks and SEND.
Gender Reassignment		✓		
Marriage & Civil Partnerships		✓		

Equality Group	Potential <u>positive</u> impact	Potential <u>neutral</u> impact	Potential <u>negative</u> impact	Please explain your reasons for any potential positive, neutral or negative impact identified
Pregnancy & Maternity	✓			This strategy seeks to develop sufficient provision in area (where this is appropriate) to meet the assessed needs of children and young people who are in care or care leavers. Provision will allow transition into, through and between services according to care plans. Requirements to support young parents with appropriate support and accommodation are included.
Race (including Travelling Communities and people of other nationalities)	✓			This strategy seeks to develop sufficient provision in area (where this is appropriate) to meet the assessed needs of children and young people who are in care or care leavers. Provision will allow transition into, through and between services according to care plans.
Religion & Belief	✓			This strategy seeks to develop sufficient provision in area (where this is appropriate) to meet the assessed needs of children and young people who are in care or care leavers. Provision will allow transition into, through and between services according to care plans.
Sex (including issues of safety and sexual violence)	✓			This strategy seeks to develop sufficient provision in area (where this is appropriate) to meet the assessed needs of children and young people who are in care or care leavers. Provision will allow transition into, through and between services according to care plans.
Sexual Orientation	✓			This strategy seeks to develop sufficient provision in area (where this is appropriate) to meet the assessed needs of children and young people who are in care or care leavers. Provision will allow transition into, through and between services according to care plans.
Other Vulnerable and Disadvantaged Groups (eg. carers, care leavers, homeless, social/ economic deprivation, etc)	✓			This strategy seeks to develop sufficient provision in area (where this is appropriate) to meet the assessed needs of children and young people who are in care or care leavers. Provision will allow transition into, through and between services according to care plans.
Health Inequalities (any preventable, unfair & unjust differences in health status between groups, populations or individuals that arise from the unequal distribution of social, environmental & economic conditions within societies)	✓			This strategy seeks to develop sufficient provision in area (where this is appropriate) to meet the assessed needs of children and young people who are in care or care leavers. Provision will allow transition into, through and between services according to care plans.

What actions will you take to mitigate any potential negative impacts?

Potential negative impact	Actions required to reduce/eliminate negative impact	Who will lead on action?	Timeframe
NA			

Where an impact on any of the Equality Groups is realised after the implementation of the project/service/policy, the commissioners and/or providers of the project/service/policy will seek to minimise the impact and carry out a full review of this EIA.

4. Monitoring and review

How will you monitor these actions?

An action plan will be monitored via the appropriate project boards/ improvement boards

When will you review this EIA? (eg in a service redesign, this EIA should be revisited regularly throughout the design & implementation)

In line with any future refresh

5. Equality Statement

- All public bodies have a statutory duty under the Equality Act 2010 to set out arrangements to assess and consult on how their policies and functions impact on the 9 protected characteristics.
- Herefordshire Council will challenge discrimination, promote equality, respect human rights, and design and implement services, policies and measures that meet the diverse needs of our service, and population, ensuring that none are placed at a disadvantage over others.
- All staff are expected to deliver services and provide services and care in a manner which respects the individuality of service users, patients, carers etc, and as such treat them and members of the workforce respectfully, paying due regard to the 9 protected characteristics.

Signature of person completing EIA

Zoe Richards

Date signed

7/8/23