

# Equality Impact Assessment (EIA) Form

## 1. Service Area/Directorate

Name of Head of Service for activity being assessed: Rachel Gillott, Service Director, Safeguarding and Family Support

Directorate: Children and Young People

Name of lead person for this activity: Rachel Gillott

Individual(s) completing this assessment: Rachel Gillott

Date assessment completed:

## 2. What is being assessed

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

The corporate parenting strategy

What is the aim, purpose, or intended outcome of this activity?

This is to set out the strategy for the Council to meet their responsibilities as a Corporate Parent. Health and Education as key partners also provided data and information from their respective organisations

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

- |   |   |
|---|---|
| <input checked="" type="checkbox"/> Service users       | <input type="checkbox"/> Visitors to the county |
| <input type="checkbox"/> Communities                    | <input checked="" type="checkbox"/> Carers      |
| <input checked="" type="checkbox"/> Children            | <input type="checkbox"/> Patients               |
| <input type="checkbox"/> All staff                      | <input type="checkbox"/> All part-time staff    |
| <input type="checkbox"/> Staff at a particular location | <input type="checkbox"/> Other:                 |

Is this:

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

## 3. Background information and findings

What information and evidence have you reviewed to help inform this assessment? (name your sources, eg. demographic information, usage data, Census data, feedback, complaints, audits, research)

We have used data from the children's system, commissioning strategy and housing information.  
We have also gained feedback from children and young people to refresh the strategy

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

A consultation has been carried out with our Care Leavers through the participation groups. They provided the open letter to the council which is recorded in the opening pages. Their views continue to be gained to ensure that the process remains connected to the people at the heart of the strategy. All partners have been consulted for them to provide evidence of actions for previous strategy and ambitions moving forward.

**Summary of relevant findings** (it is possible that you will have gaps in your evidence. You must decide whether you need to fill in the gaps now, and if it is feasible to do so. It might be that collecting robust information forms part of your action plan below)

This is a refreshed Strategy to ensure it remains relevant and sets out the steps and vision for the next two years.

#### 4. The Public Sector Equality Duty

Will this activity have a positive, neutral or negative impact on our duty to:

	Positive	Neutral	Negative
Eliminate unlawful discrimination, harassment, victimisation?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Advance equality of opportunity between different groups?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Foster good relations between different groups?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Explain your rationale here, and include any ways in which you could strengthen the capacity of this activity to promote equality (remember to add anything relevant into your action planning below)

This strategy ensures that our care leavers and children in care are able to expect from us as Corporate Parents. Many care experienced people face discrimination, stigma and prejudice in their daily lives. This Strategy aims to set out ways we can ensure that we as a LA recognise that stigma and that our young people gain the support and that we would want for them all that we would want for our own children a safe happy and fulfilled present and future.

#### 5. The impact of this activity

Consider the potential impact of this activity on each of the equality groups outlined below and explain your rationale. Please note it is possible for the potential impact to be both positive and negative within the same equality group. Remember to consider the impact on staff and service users (current and potential) and partner organisations.

Equality Group	Potential positive impact	Potential neutral impact	Potential negative impact	Rationale
<b>Age</b> (include safeguarding, consent and child welfare)	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	The strategy is aimed at children in care and care leavers so covers up to 25.
<b>Disability</b> (consider attitudinal, physical, financial and social barriers, neuro-diversity, learning disability, physical and sensory impairment)	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	The underpinning activity flowing from the strategy will seek to meet the individual needs of a CYP following a social care assessment
<b>Gender Reassignment</b> (include gender identity, and consider privacy of data and harassment)	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	The strategy confirms that it will follow the outcomes of the Cass review.
<b>Marriage &amp; Civil Partnerships</b>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	This will not be impacted
<b>Pregnancy &amp; Maternity</b> (consider working arrangements, part-time)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Care Leavers will be offered support through their PA and health colleagues under universal services and specific support.

Equality Group	Potential <u>positive</u> impact	Potential <u>neutral</u> impact	Potential <u>negative</u> impact	Rationale
working, infant caring responsibilities)				
<b>Race</b> (including Travelling Communities and people of other nationalities)	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	The strategy and underpinning activity will take into account their ethnicity when assessments or placements / accommodation are undertaken. We know that there are gaps but as part of the strategy we will be seeking to close those gaps.
<b>Religion &amp; Belief</b>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	The strategy and underpinning activity will take into account their religion or Belief when assessments or placements / accommodation are undertaken. We know that there are gaps which providing support for our children in care / care leavers but as part of the strategy we will be seeking to close those gaps.
<b>Sex</b> (consider issues of safety and sexual violence, part-time work)	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	This will ensure that children and young people who may have suffered abuse and harm are given services to support the impact of this
<b>Sexual Orientation</b>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	All children and young people wishes as to their sexual orientation are respected.
<b>Others: carers, care leavers, homeless, social/ economic deprivation</b> (consider shift-patterns, caring responsibilities)	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	The strategy is aimed at children in care and carers to ensure that their needs are met.
<b>Health Inequalities</b> (any preventable, unfair & unjust differences in health status between groups, populations or individuals that arise from unequal distribution of social, environmental & economic conditions)	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	The strategy seeks to ensure that children and care and care leavers' health needs are met and they are not put at a disadvantage.

Where a negative impact on any of the equality groups is realised after the implementation of the activity, the activity lead will seek to minimise the impact and carry out a full review of this EIA.

## 6. Action planning

What actions will you take as a result of this impact assessment? (you will need to include actions to mitigate any potential negative impacts)

Objective	What action will be taken	Who will lead	Timeframe
Progress reports to corporate parenting board	Reports will be taken to the corporate parenting to monitoring the progress of this strategy	Tori Lynch	Between 2025/27

## 7. Monitoring and review

How will you monitor these actions?

Progress against the corporate parenting strategy will be overseen by the corporate parenting board.

When will you review this EIA?

2026

## 8. Equality Statement

- All public bodies have a statutory duty under the Equality Act 2010 to give due regard to how they can improve society and promote equality in every aspect of their day-to-day business. This means that they must consider, and keep reviewing, how they are promoting equality in decision-making, policies, services, procurement, staff recruitment and management.
- 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 population, ensuring that none are placed at a disadvantage over others.

Signature of person completing EIA

Rachel Gillott

Date signed

29.11.24

## 9. Make this EIA available

- Attach your EIA as an appendix to any decision reports so that decision-makers have all the equality data they need in order to make robust and fair decisions.
- Staff, trade unions, service users or members of the public may want to see this EIA, so it must be published on our website along with the decision report.