

Chesterfield Borough Council Equality Impact Assessment - Full Assessment Form

<i>Title of the policy, project, service, function or strategy:</i>	Care Leaver Offer
<i>Service Area:</i>	Lead service – Policy and Communications
<i>Section:</i>	Policy and Communications
<i>Lead Officer:</i>	Donna Reddish
<i>Date of assessment:</i>	10/19
<i>Is the policy, project, service, function or strategy:</i>	
<i>Existing</i>	<input type="checkbox"/>
<i>Changed</i>	<input type="checkbox"/>
<i>New / Proposed</i>	<input checked="" type="checkbox"/> x

Section 1 – Clear aims and objectives

1. What is the aim of the policy, project, service, function or strategy?

Section 2 of the Children and Social Care Act 2017 requires each local authority (including District/Borough Councils) to publish a Local Offer for care leavers aged 18 – 25. Through the Derbyshire Chief Executives Group and the newly formed Corporate Parenting Board, the County Council and District/Borough Councils agreed to collaborate to create one single ‘Local Children in Care and Care Leaver Offer’. There are unique challenges that children in care and care leavers face. Nationally approximately 60% of children become looked after due to abuse or neglect and they have poorer educational and health outcomes than their peers. When young people leave care, many face considerable disadvantage in their lives. Whilst most young people continue to rely upon their families well into early adulthood and beyond, young people leaving care, often do not have this support.

2. Who is intended to benefit from the policy and how?

A care leaver is eligible for the local care leaver if they are over 18 years old and under 25 years old and before reaching 18 were in the care of Derbyshire County Council for a period of 13 weeks (or periods amounting to 13 weeks) which began after reaching

the age of 14 years and includes at least one day whilst they were 16 or 17 years old. The exception to this is if the applicant had a planned return home to their family or carer which was successful for more than six months.

The care offer includes a range of provisions including:

- Exemption from Council Tax for Derbyshire care leavers
- Active fostering and care leavers physical activity programme
- Employment, skills, apprenticeships and work experience
- Housing
- Recruitment of foster carers/ supported lodgings

3. What outcomes do you want to achieve?

The care system is not just about keeping children safe, but should also promote recovery, resilience and well-being. This provides the context for Section 2 of the Children and Social Care Act 2017 which requires each local authority (including District/Borough Councils) to publish a Local Offer for care leavers aged 18 – 25. Across Derbyshire we want to improve outcomes for care leavers in terms of reducing financial hardship, improving health and wellbeing, access to employment, skills and training, access to housing and the increased recruitment of foster carers and supported lodgings.

4. What barriers exist for both the Council and the groups/people with protected characteristics to enable these outcomes to be achieved?

Young people are the key protected characteristic who will benefit from the care leaver offer. A higher than average number of people within care and leaving care have special educational needs which can be health or disability related. There is a relatively small financial cost to the Council for one element of the offer – Council Tax exemption and some changes to policy and practice required.

5. Any other relevant background information

All Derbyshire districts and Derbyshire County Council have co-developed the care leaver offer and are taking the offer through their decision making processes.

Section 2 – Collecting your information

6. What existing data sources do you have to assess the impact of the policy, project, service, function or strategy?

- Data from Derbyshire County Council's children service and care leaver service
- Children's Society report
- Department for Education reports
- Experience from other areas of the UK which have implemented offers

Section 3 – Additional engagement activities

7. Please list any additional engagement activities undertaken when developing the proposal and completing this EIA. Have those who are anticipated to be affected by the policy been consulted with?		
Date	Activity	Main findings
Various	Care Leaver working group including children in care advocates.	Developing the offer based on young people leaving care and the challenges they face.

Section 4 – What is the impact?

8. Summary of anticipated impacts. <i>Please tick at least one option per protected characteristic. Think about barriers people may experience in accessing services, how the policy is likely to affect the promotion of equality, knowledge of customer experiences to date. You may need to think about sub-groups within categories eg. older people, younger people, people with hearing impairment etc.</i>			
	Positive impact	Negative impact	No disproportionate impact
Age	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Disability and long term conditions	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Gender and gender reassignment	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Marriage and civil partnership	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Pregnant women and people on parental leave	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Sexual orientation	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Ethnicity	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Religion and belief	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

9. Details of anticipated positive impacts.	
a)	Across Derbyshire we want to improve outcomes for care leavers in terms of reducing financial hardship, improving health and wellbeing, access to employment, skills and training, access to housing and the increased recruitment of foster carers and supported lodgings.

	<input checked="" type="checkbox"/> Age	<input checked="" type="checkbox"/> Disability	<input type="checkbox"/> Gender	<input type="checkbox"/> Marriage	<input type="checkbox"/> Pregnancy	<input type="checkbox"/> Sexual orientation	<input type="checkbox"/> Ethnicity	<input type="checkbox"/> Religion
b)	<input type="checkbox"/> Age	<input type="checkbox"/> Disability	<input type="checkbox"/> Gender	<input type="checkbox"/> Marriage	<input type="checkbox"/> Pregnancy	<input type="checkbox"/> Sexual orientation	<input type="checkbox"/> Ethnicity	<input type="checkbox"/> Religion
c)	<input type="checkbox"/> Age	<input type="checkbox"/> Disability	<input type="checkbox"/> Gender	<input type="checkbox"/> Marriage	<input type="checkbox"/> Pregnancy	<input type="checkbox"/> Sexual orientation	<input type="checkbox"/> Ethnicity	<input type="checkbox"/> Religion

10. Details of anticipated negative impacts.

a)	<i>Negative impact:</i>	None						
	<i>Mitigating action:</i>	None						
	<input type="checkbox"/> Age	<input type="checkbox"/> Disability	<input type="checkbox"/> Gender	<input type="checkbox"/> Marriage	<input type="checkbox"/> Pregnancy	<input type="checkbox"/> Sexual orientation	<input type="checkbox"/> Ethnicity	<input type="checkbox"/> Religion
b)	<i>Negative impact:</i>							
	<i>Mitigating action:</i>							
	<input type="checkbox"/> Age	<input type="checkbox"/> Disability	<input type="checkbox"/> Gender	<input type="checkbox"/> Marriage	<input type="checkbox"/> Pregnancy	<input type="checkbox"/> Sexual orientation	<input type="checkbox"/> Ethnicity	<input type="checkbox"/> Religion
c)	<i>Negative impact:</i>							
	<i>Mitigating action:</i>							
	<input type="checkbox"/> Age	<input type="checkbox"/> Disability	<input type="checkbox"/> Gender	<input type="checkbox"/> Marriage	<input type="checkbox"/> Pregnancy	<input type="checkbox"/> Sexual orientation	<input type="checkbox"/> Ethnicity	<input type="checkbox"/> Religion

11. Have all negative impacts identified in the table above been mitigated against with appropriate action?

Yes No N/A *If no, please explain why:*

Section 5 – Recommendations and monitoring

12. How has the EIA helped to shape the policy, project, service, function or strategy or affected the recommendation or decision?

The EIA has highlighted some key challenges with young people leaving care.

13. How are you going to monitor the policy, project, service, function or strategy, how often and who will be responsible?

The policy will be monitored on an annual basis for affordability and effectiveness.

Section 6 – Knowledge management and publication

Please note the draft EIA should be reviewed by the appropriate Service Manager and the Policy Service **before** WBR, Lead Member, Cabinet, Council reports are produced.

Reviewed by Head of Service/Service Manager	Name:	Donna Reddish
	Date:	09.10.19
Reviewed by Policy Service	Name:	Donna Reddish
	Date:	09.10.19
Final version of the EIA sent to Policy Service	<input type="checkbox"/>	
Decision information sent to Policy Service	<input type="checkbox"/>	