

Equality Impact Assessment Form **Reference DIP01**

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| **Department** | Children’s Services | **Version no** | V0.2 |
| **Assessed by** | Frank McGhee/Heidi Hardy | **Date created** | 07/01/2022 |
| **Approved by** | SRO | **Date approved** |  |
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| **Final approval** | Philip Segurola | **Date signed off** |  |

The Equality Act 2010 requires the Council to have due regard to the need to

* eliminate unlawful discrimination, harassment and victimisation;
* advance equality of opportunity between different groups; and
* foster good relations between different groups

# Section 1: What is being assessed?

**1.1 Name of proposal to be assessed.**

Increased investment of £7.5m for to help mitigate budget pressures arsing from additional Children in Care Placements

**1.2 Describe the proposal under assessment and what change it would result in if implemented.**

In line with the development of the Children in Care Sufficiency Strategy additional resource has been invested in Children’s Services to respond to the increasing demand for Children in Care Placements.

These placements come in different forms including placements with Council Foster Carers and Council run Children’s Homes. In additional, the Council can decide to commission an external placement with either Indepenedent Fostering Agencies or external Reisdential Provision.

Local Authorities work together regarding the management of the market of external provision through the use of the White Roses regional framework. The lead Commissioner for this framework is Leeds Council.

# Section 2: What the impact of the proposal is likely to be

* 1. **Will this proposal advance equality of opportunity for people who share a protected characteristic and/or foster good relations between people who share a protected characteristic and those that do not? If yes, please explain further.**

There are three different aspect to consider in this EIA. First from the perspective of the children and young people. Second, from the perspective of the Commissioner/Council and it’s decision-making process. And lastly from the perspective of the Provider of the placements and what the Council expects of them.

The commissioning of these placements are for the most vulnerable children and young people in Bradford who are likely to meet some protected characteristics e.g. disability, race and mental health issues.

* 1. **Will this proposal have a positive impact and help to eliminate discrimination and harassment against, or the victimisation of people who share a protected characteristic? If yes, please explain further.**

As the children and young people will often come from difficult family situations the placement are by their nature about protecting the individual child or young person.

The sourcing of placements will match the individual child or young person with the provider based upon their assessed needs completed by their Social Worker. As such they will take into account the protected characteristics and how the care plan will protect the child or young person.

Providers will have in place equality of opportunities policies as well as individualised care planning and support processes. This would be expected to be reviewed and updated on a regular basis and include a focus on any protected characteristics. Social Worker will also review the placement on a regular basis, with the timing of reviews also being dependent upon the specific circumstances.

* 1. **Will this proposal potentially have a negative or disproportionate impact on people who share a protected characteristic? If yes, please explain further.**

No, the placement is aimed to be a positive solution to meet the needs of each child or young person.

**2.4 Please indicate the level of negative impact on each of the protected characteristics?**

(Please indicate high (H), medium (M), low (L), no effect (N) for each)

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| --- | --- |
| **Protected Characteristics:** | **Impact**  (H, M, L, N) |
| Age | **N** |
| Disability | **N** |
| Gender reassignment | N |
| Race | **N** |
| Religion/Belief | N |
| Pregnancy and maternity | N |
| Sexual Orientation | N |
| Sex | **N** |
| Marriage and civil partnership | N |
| **Additional Consideration:** |  |
| Low income/low wage | **N** |

**2.5 How could the disproportionate negative impacts be mitigated or eliminated?**

(Note: Legislation and best practice require mitigations to be considered, but need only be put in place if it is possible.)

Overall this additional investment will be a positive impact as it will increase access to placement meaning that more children and young people will have their needs met. It will improve the lfe chances and outcomes of this vulnerable group and respond to their protected characteristics.

There may be a negative impact in terms of the child or young person being taken away from their original family. With the right support and placement this will be mitigated. Wherever appropriate the child or young person will be as close to Bradford as possible so they can maintain friends and school stability.

# Section 3: Dependencies from other proposals

**3.1 Please consider which other services would need to know about your proposal and the impacts you have identified. Identify below which services you have consulted, and any consequent additional equality impacts that have been identified.**

This investment fits within the developing Sufficiency Strategy, the review of Residential provision and changes to the Fostering Service.

# Section 4: What evidence you have used?

**4.1 What evidence do you hold to back up this assessment?**

The quarterly budget monitoring reports to the Executive have detailed the financial cost of placements, and the increasing number of placements.

The Vital Signs reports to Improvement Board detail the metrics used to assess the need for investment

The Ofsted improvement plan includes activities to addres including the development of the Sufficienct Strategy.

Recent local population data highlights the following:

* Bradford District is home to 537,200 people living in 208,900 households
* Bradford is ranked the 5th most income deprived local authority in England
* 85% of the population over the age of 3 speak English as their main language, 4% speak Punjabi, 3% speak Urdu, 1% speak Bengali, 1% speak Guajarati, 1% speak Polish and 5% speak other languages.
* 24% of children are living below the poverty line (previous figure is 22%)
* In 2018/1919 - 35% of children under 16 in Bradford were living in relative low income families. Bradford has the 5th highest proportion in the UK.
* 30% of children under 16 in Bradford were living in absolute low income families – Bradford has the 4th highest proportion in the UK.
* 24% of the population are young people aged under 16 years
* 13.5% of households are in fuel poverty
* 9.6 of the population of Bradford reported having a disability that limited them a lot in their daily activities

*(Source Understanding Bradford Intelligence Bulletin 8. Jan 2020)*

**4.2 Do you need further evidence?**

We will update as new data becomes available.

# Section 5: Consultation Feedback

**5.1 Results from any previous consultations prior to the proposal development.**

N/A. Additional Investment has been provided over the past few years to Childrens Services for both generic and specifc purposes. This proposal to invest £7.5m has not previously been specifically consulted upon.

**5.2 The departmental feedback you provided on the previous consultation (as at 5.1)**

N/A

**5.3 Feedback from current consultation following the proposal development (e.g. following approval by Executive for budget consultation).**

Pending consultation outcome

**5.4 Your departmental response to the feedback on the current consultation (as at 5.3) – include any changes made to the proposal as a result of the feedback.**

Pending consultation outcome