

## Kent County Council Equality Analysis/ Impact Assessment (EqIA)

**Directorate/ Service:**

Children Young People and Education / Corporate Parenting

**Name of decision, policy, procedure, project or service:**

Children in Care and Care Leavers Strategy

**Responsible Owner/ Senior Officer:**

Interim Assistant Director of Corporate Parenting / Children's Social Work Services.

**Version:**

Version 4

**Author:**

Head of Care Leavers Service

**Pathway of Equality Analysis:**

Version	Author	Date	Comment
D01	Nick Crick	Dec 2017	First draft
D01	Children in Care Meeting	16/01/18	Update and read
D02	Permila Clare	Jan 2018	Formatting, minor amendments
D02	DivMT	Mar 2018	Requires formatting to resemble a strategy
D03	Nikki Crunkshank & Caroline Smith	Mar 2018	Review and redraft
D04	Permila Clare & Nicole Catto	Jun 2018	Formatting, amendments
D04	Permila Clare	04/09/18	Review, format
D04	Permila Clare & Kirsty Ireland	05/09/18	Recommendations advise
D04	Permila Clare	07/09/18	Minor amendments
D04	Permila Clare	11/09/18	Additions/amendments following comments noted by Akua

**Summary and recommendations of equality analysis/impact assessment****Context**

As Corporate Parents we have responsibility for the welfare and wellbeing of our children in care and care leavers and it is our duty to treat our children in care and care leavers as we would our own children regardless of their characteristics; such as: age, sex, race, disability, religion, gender, marital status, pregnancy or sexual orientation.

We ensure to keep our children at the centre of everything we do, such as: effective partnership with other agencies, providing the quality of care for the best possible results, ensuring good results through support and guidance (especially within

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education and health) and ensuring our children and young people's needs are met where appropriate.

### **Aims and objectives**

This strategy refers to children in care and care leavers up to the age of 25 years and the aim of this strategy is to ensure KCC meets its responsibilities to these children and care leavers.

#### Children in care

A child in care is a child that is looked after by a local authority; if he or she has been provided with accommodation for a continuous period of more than 24 hours, in the circumstances set out in sections 20 and 21 of the Children Act 1989 or placed in the care of a local authority by an order made under part IV of the act.

#### Care leaver

A care leaver is a young person who has been 'looked after' or 'in care' for at least 13-weeks since the age of 14, and who was in care on their 16<sup>th</sup> birthday.

A young person's status as a care leaver can be divided into the following:

#### Eligible child

An eligible child is a young person aged 16 or 17-years old and has been looked after by the local authority for at least a period of 13-weeks since the age of 14, and who is still looked after following this.

#### Relevant child

A relevant child is a young person aged 16 or 17-years old and has left care after their 16<sup>th</sup> birthday and before leaving care was an eligible child.

#### Former relevant child

A former relevant child is a young person aged between 18 and 25-years old.

We will continue to support our children and care leavers in care and continue to improve opportunities for our children and care leavers. This strategy sets out our key services as well as our vision as corporate parents and ensures we meet our responsibilities as parents.

### **Summary of equality impact**

It is anticipated that this strategy will not have any negative effect on any of our children and young people's protected characteristics, due to the intention of this strategy being to continue to promote fairness and opportunities to all our children in care and care leavers.

As corporate parents we ensure we comply with our responsibilities as laid out in the HM Government document (DfE) 'Keep on Caring' – Supporting young people from care to independence July 2016 (attached).

[https://www.kent.gov.uk/\\_data/assets/pdf\\_file/0020/88310/Children-in-care-and-care-leavers-strategy.pdf](https://www.kent.gov.uk/_data/assets/pdf_file/0020/88310/Children-in-care-and-care-leavers-strategy.pdf)

We also look at our monthly performance scorecards to establish our progress and identify any areas that may require improvement or learning from practice, if required. Our children and young people's protected characteristics are monitored closely through this process.

Our children or care leavers that may be less fortunate could be those living out of Kent, where it would not be feasible for them to be part of any opportunities KCC offer due to their location or participate in any meetings held with our Young Adults Council (YAC).

Some of our children and young people are placed out of county due to their assessment and placement needs, not due their protected characteristics and every effort is made to ensure siblings stay together. In addition, this EqIA is in place for accommodation relating to our young people aged 16-25-years old, with housing related support for young people at risk.

### **Adverse Equality Impact Rating Low**

#### Low rating

The children in care and care leavers strategy will provide a framework which will impact positively for all our children and care leavers, whilst ensuring that we maintain our responsibilities as corporate parents.

This strategy relates to individuals that KCC know on a personal basis and for whom they have statutory responsibilities for and would be able to identify individuals.

### **Attestation**

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[alternativeformats@kent.gov.uk](mailto:alternativeformats@kent.gov.uk)

I confirm that I have read and paid due regard to the equality analysis/impact assessment concerning the children in care and care leavers strategy and I agree with the risk rating and the actions to mitigate any adverse impact(s) that has/have been identified.

**Head of Service**  
Signed:



Name: Caroline Smith

Job Title: Interim Assistant Director of Corporate Parenting  
Date: 13 September 2018

**DMT Member**  
Signed:



Name: Sarah Hammond

Job Title: Director of Integrated Children's Services East (Social Work Lead)  
Date: 13 September 2018

### **Part 1: Screening**

Could this policy, procedure, project or service, or any proposed changes to it, affect any protected group (listed below) less favourably (negatively) than others in Kent?

Could this policy, procedure, project or service promote equal opportunities for this group? Yes

Protected Group	Please provide a <u>brief</u> commentary on your findings. Fuller analysis should be undertaken in Part 2.			
	High negative impact EqlA	Medium negative impact Screen	Low negative impact Evidence	High/Medium/Low Positive Impact Evidence
<b>Age</b>	No	No	<p>This strategy will affect children and YP aged 0-25, any changes will apply to this cohort only.</p> <p>On some occasions Unaccompanied Asylum-Seeking Children (UASC) are age assessed, if this is delayed this could impact on UASC in receiving a service in a timely manner due to their true age not being known when they entered UK.</p>	<p>Yes - High positive impact as this strategy effects all the children in care and care leavers regardless of how they came into care. They will all continue to have all have the same level of care, support and services available to them and in accordance to their needs and not based on their route of entry.</p> <p>We continue to work with adult services to ensure a smooth transition between care leavers service.</p>
<b>Disability</b>	No This strategy will not affect this group less favourably but will ensure all eligible individuals can continue to access the services that they require.  <i>Please note that Children and Young people who are supported by the Disabled Children's and Adults Learning Disability and Mental Health Team.</i>	No	No	<p>Yes – This strategy set out which part of social care will provide appropriate care leavers support dependant on current needs and not route into care. Disabled Children or young people who have a disability within our services are generally those with mild disabilities which is currently 2.2% within the CiC team and 5% within Care Leavers Service.</p>
<b>Sex</b>	No	No	No	<p>This strategy does not impact on sex as it does not differentiate, both female and males are afforded equal opportunity through the children and social work teams and the care leavers service.</p>

<b>Gender identity/ Transgender</b>	No	No data on this cohort but is available	No	This strategy does not impact on gender identify/transgender as it does not differentiate on this. Where gender identity/transgender is a characteristic would be equally entitled and supported to access the service. All staff in the service provide a service to meet the needs of all individuals regardless of their protected characteristic.
<b>Race</b>	No	No	Young people seeking asylum have the protected characteristics of race and this strategy provides this group the opportunity to access services available to them according to their needs, regardless of their route into care.	Social Workers and Personal Advisors will consider the challenges faced by this group when completing their assessments and will ensure their protected characteristics are not compromised in anyway. This will include their need for education and their development as their first language is not English.
<b>Religion and Belief</b>	No	No data on this cohort but is available.	Young people seeking asylum may have the protected characteristics of religion and belief and this strategy provides this group the opportunity to services available to them according to their needs and not their route into care.	Social Workers and Personal Advisors will consider the challenges faced by this group when completing their assessments and will ensure their protected characteristics are not compromised in anyway.

<b>Sexual Orientation</b>	No	No data on this cohort but is available	No	This strategy does not impact on sexual orientation as it does not differentiate on sexual orientation. All young people regardless of their sexual orientation are equally entitled and encouraged to access the services.
<b>Pregnancy and Maternity</b>	No	No	No	This strategy does not adversely impact on pregnancy and maternity however health assessments are completed on all children up to the age of 18 on a yearly basis. Those identified as pregnant will be identified and any additional support accessed.
<b>Marriage and Civil Partnerships</b>	N/A	N/A	N/A	N/A.
<b>Carer's Responsibilities</b>	No	No	No	There are no exclusions to accessing the services if the individual has carer's responsibilities.

## **Part 2: Equality analysis /impact assessment**

### **Protected groups**

None of the protected groups will be negatively affected by this strategy.

### **Information and data used to carry out your assessment**

The information used has been obtained from KCC's data base and there are currently:

- 1,593 children in our care;
- 1,614 care leavers.

The total number of children and young people in our care is 3,207 from the ages of 0–25-years old.

Regarding the protected characteristics there are:

- Ethnicity 21.4% CiC and 59% care leavers;
- Disability CiC 2.2% and care leavers 5%;
- Males CiC 60.5% and care leavers 75%;
- Females CiC 39.1% and care leavers 25%.

Information relating to religion or belief, sexual orientation, gender identity, marriage/civil partnership and carer's responsibilities is not recorded by the council for this cohort. However, this data is recorded and can be requested from our Management Information Unit, should it be required.

This policy refers very specifically to the assessment needs of everyone and all individuals with protected characteristics must and will have these addressed in their pathway plan.

### **Who have you involved, consulted and engaged?**

This policy has been developed because of KCC's statutory obligation and is heavily influenced by statutory guidance and primary legislation.

Consultation has taken place with the following services, meetings and personnel:

- Management Information Unit (MIU)
- Young Adult Council (YAC)
- Youth Offending Service (YOS)
- Children in care management meeting
- DivMT meeting
- Senior management
- Service Managers
- Safeguarding
- Independent Review Officer (IRO)
- Advocacy
- Health (CCG)

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- Adoption Service
- Fostering Service
- Virtual School for Kent (VSK)
- Care Leavers 18+ Service
- Commissioning
- Total Placement Service (TPS)

KCC have pledged six promises to all its children and young people, as follows:

- A sense of belonging;
- Getting ready for being an adult;
- Championing your needs and interest;
- An adult who is always there for you while you are in care;
- A good education;
- Good memories for the future.

The six pledges and promises were decided through and in consultation with the young people through our YAC.

### Analysis

It is anticipated that this strategy will not have any adverse negative impact on the protected characteristics of our children and care leavers that KCC have responsibility for and aim to promote overall fairness.

Our unaccompanied asylum-seeking children (UASC) that enter the UK are age assessed by the Home Office, only if there is doubt and/or little to no document evidence to prove their age.

The Home Office policy states that unless the claimant's physical appearance or demeanour very strongly suggest that they are significantly over 18 years of age, they should be treated as a child until a holistic assessment can be made by a local authority. It is important that KCC continue to ensure the assessment is full, as comprehensive as possible and conducted in a clear, transparent and fair manner. This will ensure the individual is receiving a service in a timely manner according to their age.

The number of UASC age assessed is low as in the example below.

*(Data provided by MIU 14.09.18)*

Dates	Total number of UASC	Total age assessed	Percentage
01/09/17 - 31/08/2018	176	4	2%

Within this strategy there is no data on transgender, sexual orientation or religion and an individual is not treated less favourably based on this. This information is recorded and is available through MIU, but is not necessary for this cohort of data.

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### **Adverse impact**

Information collected to date shows that there are no adverse equality impacts across our children and young people's protected characteristics. We will be more active in checking and sampling our data to identify good practice and areas for improvement.

### **Positive impact**

The strategy forms a framework which will encourage the work delivered by the sector to have positive impact across all protected characteristics as it provides a framework for a programme of work which aims to be inclusive and will provide opportunities for economic growth, community cohesion and wellbeing.

The policy will also ensure that disabled children will have access to a social worker within the CiC team and a personal adviser at the age of 18 when they are within the care leavers service. All of our children and young people will continue to have a service in accordance with their needs and not be excluded because of their disability.

### **Judgement**

The cohort of individuals that this strategy affects have been researched and identified, the characteristics of the cohort are known and can easily be identified through the assessment and pathway place process.

The initial screening has not identified any group of individuals with protected characteristics which would be adversely impacted upon by this policy. However, we note that we hold limited/no data on the sexual orientation and transgender/gender identity characteristics.

The information required to complete this EqIA form has been readily available and has been undertaken by the Interim Assistant Director of Corporate Parenting.

The strategy will have positive impact across all protected characteristics as it provides a framework for a programme of work which aims to be inclusive and will provide opportunities for economic growth, community cohesion and wellbeing.

### **No major change**

No potential for discrimination and all opportunities to promote equality have been taken.

### **Internal action required: Yes**

The strategy will be reviewed in 2022. However, prior to this, the strategy will be monitored for any changes taken place that would impact on this.

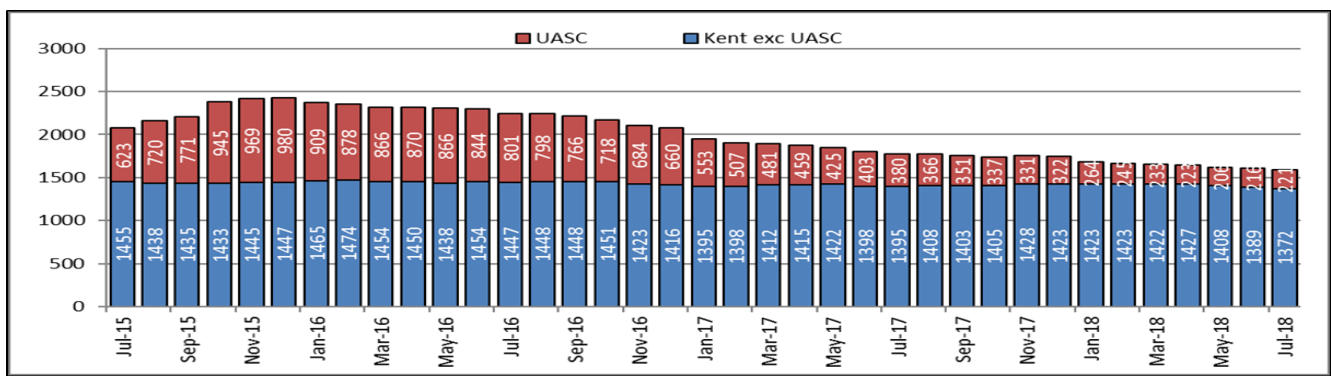
**Equality impact analysis/assessment action plan**

Protected Characteristic	Issues identified	Action to be taken	Expected outcomes	Owner	Timescale	Cost implications
All	Some strategy's or policy's do not have EqlA in place	EqlA's to be undertaken for all the project streams identified in the strategy	All managers or those responsible for documents to ensure EqlA are in place	Document owners	On the production of any document produced	
Sexual orientation Transgender Gender & Identity	Will staff have the knowledge and experience to support children and young people who declare the characteristic or whose care needs are as a resulted of being part of the protected group (s)	Training and development for all staff who work with this cohort to deliver the strategy	All staff have a knowledge base to support practice and arrange LGBT training if required.	Service Managers	As and when identified	

**Have the actions been included in your business/ service plan? Yes**

Appendix - relevant data sets

Number of CiC



	numbers and rates per 10,000 children aged under 18 years									
	numbers					rates				
	2014	2015	2016	2017	Jul-18	2014	2015	2016	2017	Jul-18
England	68820	69500	70450	72670	N/A	60	60	60	62	N/A
Kent	1820	1870	2310	1900	1593	56	57	70	57	48

Placement types

Children looked-after at 31 July 2018 by percentage age and gender

Number		Percentages						
		Gender		Age in years				
		Male	Females	Under 1	1 - 4	5 - 9	10 - 15	16 plus
Kent	1593	60.5%	39.5%	3.5%	6.3%	14.3%	43.8%	32.0%

Children looked-after at 31<sup>st</sup> July 2018 by ethnic origin percentage

Number		Percentages				
		White	Mixed	Asian or Asian British	Black or Black British	Other ethnic groups
1593		78.6%	5.3%	2.3%	5.7%	8.1%

Ethnicity of Care Leavers as at July 2018

Age of Care Leavers as at July 2018

Ethnicity	Total
A1 - White British	626
A2 - White Irish	2
A3 - Any other White background	33
A5 - Gypsy/Roma	10
B1 - White and Black Caribbean	9
B2 - White and Black African	8
B3 - White and Asian	6
B4 - Any other mixed background	18
C1 - Indian	2
C2 - Pakistani	4
C3 - Bangladeshi	1
C4 - Any other Asian background	49
D1 - Caribbean	1
D2 - African	447
D3 - Any other Black background	5
E1 - Chinese	1
E2 - Any other ethnic group	392
Grand Total	1614

Current Age	Total
16	5
17	30
18	411
19	556
20	447
21	130
22	18
23	11
24	6
Grand Total	1614

Please forward a final signed electronic copy and Word version to the Equality Team by emailing [diversityinfo@kent.gov.uk](mailto:diversityinfo@kent.gov.uk). If the activity will be subject to a Cabinet decision, the EqIA must be submitted to committee services along with the relevant Cabinet report. Your EqIA should also be published. The original signed hard copy and electronic copy should be kept with your team for audit purposes.