

**Equality Impact Assessment
Corporate Assessment Template**

**Appendix 3**

Policy/Strategy/Project/Procedure/Service/Function Title:
Right Home, Right support – A Commissioning Strategy for Accommodation and Support for children Looked After.

New/Existing/Updating/Amending: New

Who is responsible for developing and implementing the Policy/Strategy/Project/Procedure/Service/Function?

Name: Angela Bourge

Job Title: OM – Resources

Service Team: Children's Services

Service Area: Social Services

Assessment Date: 22.10.2019

1. What are the objectives of the Policy/Strategy/Project/ Procedure/ Service/Function?

1. The proposed Commissioning Strategy is part of, and should be read in conjunction with the overarching Cardiff's Children's Services Strategy 2019-2022 "Delivering Excellent Outcomes"
2. The development of a Children's Commissioning Placement Strategy will set out the proposed approach to the strategic commissioning of placements by Children's Services
3. There are a number of other priorities in terms of providing a family based approach to being looked after as well as measures to prevent children coming into care. However, it is critical that Children's Services develop a more strategic approach to commissioning services that include the development of in house services and in area arrangements. Children's Services can only achieve this if it has a profound understanding of the needs of the child and provide person centred services to meet their needs.
4. Children's services also need to continue to develop strong relationships with external providers as it is unable to sustain and deliver services entirely in house. Therefore a mixed economy of accommodation and

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support must be developed.

5. It is the intention of the Commissioning Strategy and Market Position Statement is to clearly map out the future intentions of Cardiff Council to ensure a mixture of in house and external provision for Children Looked After.

2. Please provide background information on the Policy/Strategy/Project/Procedure/Service/Function and any research done [e.g. service users data against demographic statistics, similar EIAs done etc.]

1. There is a national shortage of placements for Children Looked After. In October 2017, the Association of Directors of Social services (ADSS) Cymru, the Welsh Local Government Association (WLGA) and the national Adoption Services (NAS), made a submission to the Public Accounts Committee Inquiry looking at public services for care expensed children and young people. The submission stated that the increasing complexity of cases and the growing numbers. Of children are negatively impacting on both the availability of appropriate placements and the cost of placements. Whilst they recognised that positive work of initiatives such as the National Fostering Framework and the work of the Welsh Government Residential Task and Finish Group, the work of the Children's Commissioning consortium Cymru (4Cs) and Local Authority Placement Teams, they felt that the lack of appropriate placements for Children Looked After was approaching crisis point.

2. In Cardiff, Children's Services has seen a significant rise of 20% in the number of Children Looked After over the last 5 years from 83 per 10,000 population in 2013 to 119 per 10,000 population in 2018. At the time of writing this report there are 943 Children Looked After with 73 children placed in residential provision with a cost ranging from £1,800 per week for a mainstream placements to £7,800 per week for a secure placement. The lack of available placements, is contributing to a position where a provider's market is able to

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prevail.

3. In September 2017, the Children and Young People's Scrutiny Committee agreed to undertake a Task and Finish Group to make enquiries into "Out of Area" Placements. The focus of the group was to:

- i. Review the current provision, including types, provision, cost and impact on resources
- ii. Identify gaps in local provision and impact on Social Services and Education
- iii. Identify barriers in providing additional support in Cardiff and the impact on children placed out of area.

4. Cardiff is facing unprecedented levels of demand for Children Looked After. At the end of March 2019, there were 902 Children Looked After by Cardiff and as a result Children's Services need to identify a range of options to ensure that the child is provided with safe, secure and supportive settings. This will include, residential care, foster care, as well as opportunities to for children Looked After to be placed with parents, placed with family members and placed for adoption.

5. This is not unique to Cardiff as other Local Authorities across Wales are facing similar challenges. However, what is unique to Cardiff is that Children's Services is heavily reliant on external providers for both Independent Foster Agencies and Residential Care and many children are placed out of area across the UK. Children's Services has an extremely underdeveloped in house service for Foster Care and Residential Care that currently provides 101 places out of a population of 492 children in Foster Care and 70 children in Residential Care of which 58 are in external providers out of county, with only 6 places available in house, in Cardiff .

6. The proposed approach to the strategic commissioning of placements by Children's Services in Cardiff is to:

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- shape our internal services to maximise the benefits of public sector provision in terms of quality and value for money;
- develop local and regional models of support to prevent out of area placements unless necessary
- work in collaboration with public sector partners across the Regional footprint where this offers identifiable benefits;
- increase accommodation and support choice supplemental to our Sufficiency Duty to enable good matching;
- work closely with external providers of support to looked after children to ensure there is wide range of choice
- co-produce outcomes focussed services acknowledging that there are a range of different methods for strategic commissioning with multiple partners who may be co-operatives, charities or commercial partners.

7. The purpose of the proposed Commissioning Strategy is to pull together in one document Children's Services commissioning vision, its priorities , its statement of intent and how it is going to achieve it .It will align and build on the recommendations and actions set out in Cardiff Councils, 'Capital Ambition Corporate Plan' and the Childrens Services Strategy, "Delivering Excellent Outcomes" .

3 Assess Impact on the Protected Characteristics

3.1 Age

Will this Policy/Strategy/Project/Procedure/Service/Function have a **differential impact [positive/negative/]** on younger/older people?

	Yes	No	N/A
Up to 18 years	X		
18 - 65 years	X		
Over 65 years			

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Please give details/consequences of the differential impact, and provide supporting evidence, if any.

What action(s) can you take to address the differential impact?

The strategy identifies the range of provision that is required to successfully meet the needs of Cardiff Children Looked After – as well as resources to prevent children and young people becoming looked after in the first place.

It is therefore felt to have a differential positive impact on children and young people up to the age of 18 years and care leavers between the age of 18-21 years who require supported accommodation. It will increase placement choice in the Cardiff area for this group of children and young people, thus providing them with more opportunity for their needs to be met (where appropriate) closer to home and in close proximity to family and friends.

3.2 Disability

Will this Policy/Strategy/Project/Procedure/Service/Function have a **differential impact [positive/negative]** on disabled people?

	Yes	No	N/A
Hearing Impairment	X		
Physical Impairment	X		
Visual Impairment	X		
Learning Disability	X		
Long-Standing Illness or Health Condition		X	
Mental Health	X		
Substance Misuse	X		
Other	X		

Please give details/consequences of the differential impact, and provide supporting evidence, if any.

Whilst it is not envisaged that development of new homes proposed in the strategy will specialise in meeting the needs for disabled young people, the properties will be fully adapted to a high standard so that it could accommodate young people with a disability should the need arise. It is therefore felt that this proposal will have a positive differential in respect of disability.

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The strategy also addresses the shortfall in support services for disabled children and their families/respite care and it is felt that the recommissioning of domiciliary care/support service for children and young people will enhance and expand the current range of services available which will provide a positive differential impact for this cohort of children and young people.

What action(s) can you take to address the differential impact?

The differential impact is a positive one and will be addressed via the strategy's comprehensive implementation plan.

3.3 Gender Reassignment

Will this Policy/Strategy/Project/Procedure/Service/Function have a **differential impact [positive/negative]** on transgender people?

	Yes	No	N/A
Transgender People (People who are proposing to undergo, are undergoing, or have undergone a process [or part of a process] to reassign their sex by changing physiological or other attributes of sex)			X

Please give details/consequences of the differential impact, and provide supporting evidence, if any.

This activity will have neither a positive or negative impact on this group of people.

What action(s) can you take to address the differential impact?

N/A

3.4. Marriage and Civil Partnership

Will this Policy/Strategy/Project/Procedure/Service/Function have a **differential impact [positive/negative]** on marriage and civil partnership?

	Yes	No	N/A
Marriage			X
Civil Partnership			X

Please give details/consequences of the differential impact, and provide supporting evidence, if any.

This activity will have neither a positive or negative impact on this group of

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people.

What action(s) can you take to address the differential impact?

3.5 Pregnancy and Maternity

Will this Policy/Strategy/Project/Procedure/Service/Function have a **differential impact [positive/negative]** on pregnancy and maternity?

	Yes	No	N/A
Pregnancy			X
Maternity			X

Please give details/consequences of the differential impact, and provide supporting evidence, if any.

The development of local placements will address the current shortfall in mother and baby placements. Additionally local placements may be required to look after a young person who is pregnant. Risk assessments will be undertaken in such instances to ensure that the placement can safely meet the needs of a pregnant young person.

What action(s) can you take to address the differential impact?

The differential impact is a positive one and will be addressed via the strategy's comprehensive implementation plan.

3.6 Race

Will this Policy/Strategy/Project//Procedure/Service/Function have a **differential impact [positive/negative]** on the following groups?

	Yes	No	N/A
White			X
Mixed / Multiple Ethnic Groups			X
Asian / Asian British			X
Black / African / Caribbean / Black British			X
Other Ethnic Groups			X

Please give details/consequences of the differential impact, and provide supporting evidence, if any.

This activity will have neither a positive or negative impact on this group of

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people.

The strategy will seek to address the individual needs of young people taking into account their ethnicity or cultural needs. It will be required to have a healthy approach to celebrating diversity. It will also recognise the specific challenges in Cardiff for identifying appropriate placements for Unaccompanied Asylum Seeking young people to ensure that the cultural needs of this cohort of young people can be met in a sensitive and appropriate way.

What action(s) can you take to address the differential impact?

Staff and carers providing placements will be expected to undertake appropriate training to ensure they are able to meet ethnic and cultural needs of young people placed with them.

Procedures will respect cultural diversity and equal opportunities.

Monitoring of recruitment processes will also be undertaken to ensure that we provide the best opportunity to recruit and retain staff teams in our in-house provision that reflects the cultural diversity of the cohort of young people who are Looked After by Cardiff Council. The same will apply to our Foster Carers.

3.7 Religion, Belief or Non-Belief

Will this Policy/Strategy/Project/Procedure/Service/Function have a **differential impact [positive/negative]** on people with different religions, beliefs or non-beliefs?

	Yes	No	N/A
Buddhist			X
Christian			X
Hindu			X
Humanist			X
Jewish			X
Muslim			X
Sikh			X
Other			X

Please give details/consequences of the differential impact, and provide supporting evidence, if any.

This activity will have neither a positive or negative differential impact on this

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group of people.
What action(s) can you take to address the differential impact?
N/A

3.8 Sex

Will this Policy/Strategy/Project/Procedure/Service/Function have a **differential impact [positive/negative]** on men and/or women?

	Yes	No	N/A
Men			X
Women			X

Please give details/consequences of the differential impact, and provide supporting evidence, if any.
This activity is not expected to have a positive or negative differential impact on men and/or women.
What action(s) can you take to address the differential impact?
N/A

3.9 Sexual Orientation

Will this Policy/Strategy/Project/Procedure/Service/Function have a **differential impact [positive/negative]** on the following groups?

	Yes	No	N/A
Bisexual			X
Gay Men			X
Gay Women/Lesbians			X
Heterosexual/Straight			X

Please give details/consequences of the differential impact, and provide supporting evidence, if any.
This activity will have neither a positive or negative impact on this group of people.
What action(s) can you take to address the differential impact?
N/A

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3.10 Welsh Language

Will this Policy/Strategy/Project/Procedure/Service/Function have a **differential impact [positive/negative]** on Welsh Language?

	Yes	No	N/A
Welsh Language	X		

Please give details/consequences of the differential impact, and provide supporting evidence, if any.

Services are expected to meet the need of young people who are from a wide range of ethnic groups, including welsh.

Welsh culture is and will continue to be embedded within the opportunities to celebrate diversity within the delivery of services, and information regarding the service will be available both in Welsh and English in compliance with the Welsh Language Standards.

What action(s) can you take to address the differential impact?

Care providers (in-house and external) will be expected to demonstrate a commitment to promoting awareness of Welsh Culture within the service within the approach of celebrating diversity.

4. Consultation and Engagement

What arrangements have been made to consult/engage with the various Equalities Groups?

Consultation has been undertaken with children and young people looked after to inform the development of the strategy. The range of ways in which children and young people's views have been taken into consideration are set out in the strategy document.

Work with NYAS is on-going to ensure that children and young people play an

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active role in the implementation of the strategy – particularly in relation to the development of new children's homes.

5. Summary of Actions [Listed in the Sections above]

Groups	Actions
Age	None
Disability	None
Gender Reassignment	None
Marriage & Civil Partnership	None
Pregnancy & Maternity	Risk assessment to be undertaken on pregnant staff and young people living within children's homes who are pregnant.
Race	Arrange appropriate training and development of staff / carers to ensure cultural needs assessment and celebration of diversity
Religion/Belief	None
Sex	Ongoing monitoring of service delivery
Sexual Orientation	None
Welsh Language	Monitoring of the service to ensure compliance with the Welsh language standards.
Generic Over-Arching [applicable to all the above groups]	Planned engagement with young people regarding implementation of strategy – particularly the development of new children's homes.

6. Further Action

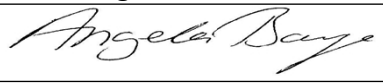
Any recommendations for action that you plan to take as a result of this Equality Impact Assessment (listed in Summary of Actions) should be included as part of your Service Area's Business Plan to be monitored on a regular basis.

7. Authorisation

The Template should be completed by the Lead Officer of the identified Policy/Strategy/Project/Function and approved by the appropriate Manager in each Service Area.

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Completed By : Angela Bourge	Date: August.2019
Designation: Operational Manager, Resources	
Approved By:	
Designation:	
Service Area:	

- 7.1 On completion of this Assessment, please ensure that the Form is posted on your Directorate's Page on CIS - *Council Wide/Management Systems/Equality Impact Assessments* - so that there is a record of all assessments undertaken in the Council.

For further information or assistance, please contact the Citizen Focus Team on 029 2087 3059 or email citizenfocus@cardiff.gov.uk