

## CARDIFF COUNCIL

**Equality Impact Assessment  
Corporate Assessment Template**



**Policy/Strategy/Project/Procedure/Service/Function Title:** Children's Services Strategy 2023-2026

**New/Existing/Updating/Amending:** Updating

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

Name: Deborah Driffield

Job Title: Director of Children's Services

Service Team: Children's Management Team

Service Area: Children's Services

Assessment Date: 23<sup>rd</sup> November 2022

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

The Children's Services Strategy 2023-2026 sets out the vision for the Directorate including our direction and key priorities for the next 3 years to ensure that we are able to manage the demand for services and meet the increasingly complex needs of children and families in Cardiff.

**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.]**

The Children's Services Strategy for 2023-26 builds on the previous 3 year strategy and brings it up to date to ensure that it is consistent with the Children's Services steps in the Corporate Plan. The detail of how the strategy will be implemented will be set out in the Directorate Delivery Plan.

In terms of research, a demand analysis has been completed to inform our understanding of the increase in demand for services, and the impact of this increase on our services and consequently on our children and young people. This analysis has been used to inform the development of the new Children's Services Strategy and our plans for how we will shape our services going forward - in the context of significant budget pressures and the current cost of living crisis.

Consultation has been undertaken with children and young people so we can better understand what has, and has not, worked well for them. In addition to this a series of workshops were held with staff to obtain their views on what is / isn't working well and what we need to do next. We have also considered themes from complaints from children and young people, parents and carers to ensure that lessons are learned and feedback is considered when planning future developments. The Children and Young

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People's Scrutiny Committee were given the opportunity to comment on the future direction of the service as part of the consultation that was undertaken during the production of the Local Authority Social Services Annual Report 2021/22. All of the above was taken into account during the development of the strategy.

### 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	✓		
18 - 65 years	✓		
Over 65 years			✓

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

The Strategy will have a positive impact on vulnerable children and young people including care leavers up to the age of 25 as it sets the scene for how we manage demand to respond to the needs of children and young people and ensure that they are safeguarded.

The focus of the strategy is on how we will deliver our primary aim to "shift the balance of care" to ensure that children in Cardiff are provided with the right support, from the right person at the right time, in the right place and at the lowest safe level of intervention. This will allow children to remain with their family where it is safe for them to do so and achieve their full potential.

The strategy sets out our commitment to putting children at the centre of all that we do, respecting their rights, hearing their voice and understanding their lived experience. We will undertake our work to shift the balance of care whilst ensuring that the child's voice is heard and accounted for in both individual and service planning.

A Child's Rights Impact Assessment has been undertaken.

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

Positive impact identified - no action necessary.

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**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	✓		
Physical Impairment	✓		
Visual Impairment	✓		
Learning Disability	✓		
Long-Standing Illness or Health Condition	✓		
Mental Health	✓		
Substance Misuse	✓		
Other	✓		

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

The needs of any children or young people with a disability would be addressed as part of their Care and Support Plan. Further detail is available in the Strategy for Children with Disabilities and Additional Learning Needs.

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

Positive impact identified - no action necessary.

**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
<b>Transgender People</b> (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)	✓		

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

The Strategy will have a positive impact on children and young people regardless of Gender Reassignment. Any child or young person presenting as Transgender will be supported and respected in their preferred identity.

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

Positive impact identified - no action necessary.

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### 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			✓
Civil Partnership			✓

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

No impact - service provision will continue for care leavers up to the age of 25 who get married or enter a civil partnership.

**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	✓		
Maternity	✓		

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

The needs of any young people who become pregnant would be addressed as part of their Care and Support Plan.

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<b>What action(s) can you take to address the differential impact?</b>
Positive impact identified - no action necessary.

**3.6 Race**

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

	<b>Yes</b>	<b>No</b>	<b>N/A</b>
White	✓		
Mixed / Multiple Ethnic Groups	✓		
Asian / Asian British	✓		
Black / African / Caribbean / Black British	✓		
Other Ethnic Groups	✓		

<b>Please give details/consequences of the differential impact, and provide supporting evidence, if any.</b>
This will have a positive impact on vulnerable children and young people from all ethnicities and backgrounds as above.
<b>What action(s) can you take to address the differential impact?</b>
Positive impact identified - no action necessary.

**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?

	<b>Yes</b>	<b>No</b>	<b>N/A</b>
Buddhist	✓		
Christian	✓		
Hindu	✓		
Humanist	✓		
Jewish	✓		
Muslim	✓		
Sikh	✓		
Other	✓		

<b>Please give details/consequences of the differential impact, and provide supporting</b>
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<b>evidence, if any.</b>
This will have a positive impact on vulnerable children and young people regardless of religion, belief or non-belief.
<b>What action(s) can you take to address the differential impact?</b>
Positive impact identified - no action necessary.

**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	✓		
Women	✓		

<b>Please give details/consequences of the differential impact, and provide supporting evidence, if any.</b>
This will have a positive impact on vulnerable children and young people both male and female.
<b>What action(s) can you take to address the differential impact?</b>
Positive impact identified - no action necessary.

**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	✓		
Gay Men	✓		
Gay Women/Lesbians	✓		
Heterosexual/Straight	✓		

<b>Please give details/consequences of the differential impact, and provide supporting evidence, if any.</b>
All children and young people should experience a positive impact regardless of their sexual orientation.
<b>What action(s) can you take to address the differential impact?</b>
Positive impact identified - no action necessary.

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### 3.10 Socio-economic Duty

Will this Policy/Strategy/Project/Procedure/Service/Function have a **differential impact [positive/negative]** on the Socio-economic Duty?

	Yes	No	N/A
	✓		

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

The Strategy will be applicable to children from all backgrounds and will have a positive impact on those facing socio-economic disadvantage.

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

Positive impact identified - no action necessary.

### 3.11 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	✓		

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

Any child or young person (or parent / carer) wishing to communicate through the Welsh language will be able to do so.

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

Ensure where a preference for communicating in Welsh is noted and adhered to.

## 4. Consultation and Engagement

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

Consultation has not been undertaken specifically with Equalities groups, but consultation with staff, service users and members has been undertaken to inform the development of the strategy – as set out in point 2 above.

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

Groups	Actions
Age	None – impact is positive.
Disability	None – impact is positive.
Gender Reassignment	None – impact is positive.
Marriage & Civil Partnership	None – impact is positive.
Pregnancy & Maternity	None – impact is positive.
Race	None – impact is positive.
Religion/Belief	None – impact is positive.
Sex	None – impact is positive.
Sexual Orientation	None – impact is positive.
Socio-economic Duty	None – impact is positive.
Welsh Language	None – impact is positive.
Generic Over-Arching [applicable to all the above groups]	None – impact is positive.

#### 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.

Completed By : Kim Brown	Date: 23.11.22
Designation: Service Manager, Policy & Performance	
Approved By:	
Designation:	
Service Area:	

7.1 On completion of this Assessment, please ensure that the form is submitted to the Equality Team mailbox so that there is a record of all assessments undertaken in the Council- [equalityteam@cardiff.gov.uk](mailto:equalityteam@cardiff.gov.uk).

For further information or assistance, please contact the Equality Team- [equalityteam@cardiff.gov.uk](mailto:equalityteam@cardiff.gov.uk)



**CHILD RIGHTS IMPACT ASSESSMENT (CIA)**

<b>Policy/ Strategy/ Project/ Procedure/ Service Title:</b>	<b>Children’s Services Strategy</b>
<b>New/ Existing/ Updating/ Amending:</b>	<b>Updating</b>

<b>Who is responsible for developing and implementing the policy/ strategy/ project/ procedure/ service?</b>	
<b>Name:</b>	Deborah Driffield
<b>Job Title:</b>	Director of Children’s Services
<b>Service/ Team:</b>	Children’s Management Team
<b>Directorate:</b>	Children’s Services
<b>CRIA Completion Date:</b>	16 <sup>th</sup> June 2022

**STAGE 1: PURPOSE/ SCOPE**

- 1. What is the policy/ strategy/ project/ procedure/ service?  
Summarise/ describe its overall aims and any aims specific to children.**

The Children’s Services Strategy sets out the vision for the Directorate and sets out our direction and key priorities for the next 3 years to ensure that we are able to manage the demand for services and meet the increasingly complex needs of children and families in Cardiff.

- 2. Will the policy/ strategy/ project/ procedure/ service affect children and young people? Please think about which groups of children and young people it will affect.**

Yes.  
The strategy will affect any children who are referred to Children’s Services, including young people aged 18-25 who are care leavers. This includes children with disabilities, children from all races and of all religions.

**STAGE 2: BUILD AND ASSESS**

- 3. The General Principles of the UNCRC (United Nations Convention on the Rights of the Child) are at the heart of a child rights-based approach, and are enshrined in articles 2, 3, 6 and 12 of the Convention. Please set out how your policy/ strategy/ project/ procedure/ service has taken account of these.**

Article	How does your proposal take account of the articles?
<p><b>Article 2 (non-discrimination):</b> The Convention applies to every child without discrimination, whatever their ethnicity, sex, religion, language, abilities or any other status, whatever they think or say, whatever their family background.</p>	<p>The purpose of the strategy is to ensure that we are able to manage the demand for our services and meeting increasingly complex needs of the children and families in our city. This applies to all children equally.</p>
<p><b>Article 3 (best interests of the child):</b> The best interests of the child must be a top priority in all decisions and actions that affect children.</p>	<p>Respecting children’s rights and putting children and families at the heart of everything that we do is the essence of the strategy. Children’s Services believe that our interventions should be at the lowest safe level appropriate for each individual child and the strategy sets out how we will achieve this.</p>
<p><b>Article 6 (life, survival and development):</b> Every child has the right to life. Governments must do all they can to ensure that children survive and develop to their full potential.</p>	<p>Safeguarding children is our core business. Although our interventions will be at the lowest safe level, for some children this will mean that they are subject to child protection investigations, Court proceedings and / or become looked after to ensure their safety and support them to develop their full potential.</p>
<p><b>Article 12 (respect for the views of the child):</b> Every child has the right to express their views, feelings and wishes in all matters affecting them, and to have their views considered and taken seriously.</p>	<p>The strategy was developed in consultation with young people and sets out our commitment to putting them at the centre of all that we do, respecting their rights, hearing their voice and understanding their lived experience.</p>

<p><b>Any other relevant articles</b></p>	<p><b>Article 16 (right to privacy)</b></p> <p><b>Article 18 (parental responsibilities and state assistance)</b> Governments must support parents by creating support services for children and giving parents the help they need to raise their children.</p> <p><b>Article 19 (protection from violence, abuse and neglect)</b> Governments must do all they can to ensure that children are protected from all forms of violence, abuse, neglect and bad treatment by their parents or anyone else who looks after them.</p> <p><b>Article 20 (children unable to live with their family)</b> If a child cannot be looked after by their immediate family, the government must give them special protection and assistance. This includes making sure the child is provided with alternative care that is continuous and respects the child's culture, language and religion</p> <p><b>Article 21 (adoption)</b> Governments must oversee the process of adoption to make sure it is safe, lawful and that it prioritises children's best interests. Children should only be adopted outside of their country if they cannot be placed with a family in their own country.</p>
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**Article 23 (children with a disability)**

A child with a disability has the right to live a full and decent life with dignity and, as far as possible, independence and to play an active part in the community. Governments must do all they can to support disabled children and their families.

**Article 25 (review of treatment in care)**

If a child has been placed away from home for the purpose of care or protection (for example, with a foster family or in hospital), they have the right to a regular review of their treatment, the way they are cared for and their wider circumstances.

**Article 28 (right to education)**

Every child has the right to an education. Primary education must be free and different forms of secondary education must be available to every child. Discipline in schools must respect children's dignity and their rights. Richer countries must help poorer countries achieve this.

**Article 29 (goals of education)**

Education must develop every child's personality, talents and abilities to the full. It must encourage the child's respect for human rights, as well as respect for their parents, their own and other cultures, and the environment.

	<p><b>Article 33 (drug abuse)</b> Governments must protect children from the illegal use of drugs and from being involved in the production or distribution of drugs.</p> <p><b>Article 34 (sexual exploitation)</b> Governments must protect children from all forms of sexual abuse and exploitation.</p> <p><b>Article 42 (knowledge of rights)</b> Governments must actively work to make sure children and adults know about the Convention.</p>
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You should refer to the [full list of UNCRC Articles](#) when completing this form and add any other relevant articles above. For further information or assistance on UNCRC Articles, please email the Child Friendly Cardiff Team [ChildFriendlyCardiff@cardiff.gov.uk](mailto:ChildFriendlyCardiff@cardiff.gov.uk)

**4. What is the likely/ actual impact of the proposal on children’s rights? Is it positive, negative or neutral?**

*[If a negative impact is assessed for any area of rights or any group of children and young people, you must list and recommend options to modify the proposal or mitigate the impact.]*

Positive. The focus of the strategy is on how we will deliver our primary aim is “shift the balance of care” to ensure that children in Cardiff are provided with the right support, from the right person at the right time, in the right place and at the lowest safe level of intervention, enabling them to remain with their family where it is safe for them to do so and achieve their full potential.

The strategy sets out our commitment to putting children at the centre of all that we do, respecting their rights, hearing their voice and understanding their lived experience. We will undertake our work to shift the balance of care whilst ensuring that the child’s voice is heard and accounted for in both individual and service planning.

The shift in the balance of care refers to all aspects of our work:

- The Place element sets out the actions we will take to support children to remain at home, return home from being looked after or achieve permanence for children who need to be looked after are. Examples include:
  - Family Group Conferencing.
  - Reunification Framework.
  - Family Drug and Alcohol Court.
  - Discharging Care Order for children placed with their parents.
  - Conversion kinship care arrangements to Special Guardianship Orders.
  - The Right Place model.
  - Reviewing Hub.
  
- The People / Workforce element sets out the actions we will take to develop a primarily permanent workforce with agency workers being used in exceptional and short term circumstances only. Examples include:
  - Initiatives to reduce social worker vacancies, including ensuring that social workers only do what only social workers can do.
  - Locality working.
  
- The Practice element of the strategy sets out the actions we will take to move from a child protection focus to a wellbeing focus starting at the front door and working through the child's journey. Examples include:
  - Participation Framework.
  - Trauma Informed Practice.
  - Safeguarding Adolescents from Exploitation (SAFE) model.

### STAGE 3: VOICE AND EVIDENCE

- 5. Have you sourced and included the views and experiences of children and young people? What do you know about children and young people's views and experiences that are relevant to the proposal?**

Children's views from the challenge in relation to the 2021/22 annual report will be accounted for and further consultation / engagement will be undertaken as part of the development of the strategy. The strategy will be updated accordingly.

- 6. How do you plan to review the policy/ strategy/ project/ procedure/ service to ensure that it respects, protects and fulfils children's rights?**

**Please provide an outline of the monitoring and review process for the implementation of the strategy/ policy/ project/ procedure or delivery of the service and how children and young people will be included in this process.**

The strategy will be formally reviewed on a 3 yearly cycle in consultation with children and young people. However, each year we produce an annual report on the effectiveness of our services which will help us to monitor our progress against the priorities set out in our strategy and any new priorities for the following year. Challenge sessions with children and young people are undertaken in relation to the report and the report summarises how children have contributed and participated in their care planning and in service development throughout the year.

#### STAGE 4: BUDGET

##### 7. What is the budget for this policy/ strategy/ project/ procedure/ service? Are any parts of it allocated to children and young people?

The budget for the strategy is essentially the Children's Services budget - £78,329,000 for 2022/23, all of which is allocated to children and young people.

#### STAGE 5: IDENTIFIED ACTIONS

##### 8. What actions have been identified or changes made to the policy/ strategy/ project/ procedure/ service as a result of this assessment?

- Update the strategy to reflect outcome of challenge undertaken with children and their families as part of the production of the annual report when it is completed.
- Update the strategy to take account of consultation / engagement processes undertaken with children and their families during the production of the strategy.

#### AUTHORISATION

The template should be completed by the Lead Officer of the identified policy/ strategy/ project/ procedure/ service and approved by the appropriate manager.

<b>Completed By:</b>	Kim Brown
<b>Date:</b>	16 <sup>th</sup> June 2022
<b>Job Title:</b>	Service Manager
<b>Approved By:</b>	Nick Blake

<b>Job Title:</b>	Operational Manager
<b>Directorate/ Service:</b>	Children's Services

### **Governance & Decision-Making**

Where it is considered that a CRIA is required, you must append the completed form to the Cabinet or Officer Decision Report. A copy must also be emailed to the Child Friendly Cardiff Team [ChildFriendlyCardiff@cardiff.gov.uk](mailto:ChildFriendlyCardiff@cardiff.gov.uk)

### **Advice & Support**

UNICEF Child Rights Impact Assessment Guidance for Local Government:  
[Child rights impact assessment - Child Friendly Cities & Communities \(unicef.org.uk\)](https://www.unicef.org.uk/child-rights-impact-assessment-child-friendly-cities-communities)

For further information or assistance in completing the CRIA, please email the Child Friendly Cardiff Team [ChildFriendlyCardiff@cardiff.gov.uk](mailto:ChildFriendlyCardiff@cardiff.gov.uk)