

Equality Impact and Needs Analysis (EINA) Template

Directorate:	Education, Children's and Cultural Services
Service Area:	Specialist Children's Services
Name of service/ function/ policy/ being assessed:	Children Looked After Team
Officer leading on assessment:	Stuart Hills
Other staff involved:	N/A

PREPARATION FOR THE EQUALITY IMPACT AND NEEDS ANALYSIS

1. **Briefly describe the service/ function/ policy:**

The Children Looked After team provides a statutory social work service to looked after children aged 0-17. The service is underpinned by the Children Act 1989 and other statutory regulations concerning the planning and review of care placements.

2. **Why is the equality impact and needs analysis being undertaken?**

The need for an EINA was identified in the 'Screening for Relevance' exercise which was undertaken in 2011.

3. **Has this service/ function/ policy undertaken a screening for relevance?**

If so, which protected characteristics and parts of the duty were identified as of high or medium relevance and why? Please attach screening for relevance as an appendix to this EINA.

If not, make an assessment of which protected characteristics and parts of the duty are of high or medium relevance and explain why:

The Children Looked After team was assessed as being of high relevance to age, sex, race and disability; medium relevance to religion and belief, sexual orientation, gender reassignment and pregnancy and maternity; and low relevance to marriage and civil partnership.

4. **What sources of information have been used in the preparation of this equality impact and needs analysis?** For example, this could include equalities monitoring information, performance data, consultation

feedback or needs assessment. Please provide the details in the table below:

<i>Information source</i>	<i>Description and outline of the information source</i>
Personal information	Information for looked after children held on Child View IT system and management information gleaned from this source.
Complaints	Analysis of formal complaints.
Service user reviews and plans	Statutory reviews and plans for looked after children.
Agency plan	Strategic plan 2012-13 and draft plan for 2013-14 for Children Looked After and Care Leavers.

ANALYSING IMPACT, NEEDS AND EFFECTS

It is important that the analysis addresses each part of the duty assessed as relevant to the area being examined (see further [Guidance on RIO](#)).

5. Key questions to consider:

- a. What does the data tell you about the groups identified as relevant to the area being assessed?**
- b. What does customer feedback, complaints or discussions with stakeholder groups tell you about the impact of the service/ function/ policy on the protected characteristic groups, where assessed as relevant to area being examined?**

Other questions to consider:

- How well are diverse needs met?
- Have any differences in access to services/functions been identified for any group?
- Has the area identified any disadvantages experienced by groups, which need to be addressed?
- Have there been any complaints about a failure to receive an appropriate and fair service?
- Is there any other evidence of differential impact or different outcomes which needs to be addressed?
- Is there any evidence that participation in areas of public life is disproportionately low for any particular relevant protected characteristic group?
- Have the needs of disabled people been identified and addressed where these are different from the needs of non-disabled people?
- Have you identified any need to tackle prejudice or promote understanding between different relevant protected characteristic groups?

Remember that equality analysis is not simply about identifying and removing negative effects of discrimination but it is also an opportunity to identify ways to advance equality of opportunity and to foster good relations.

Protected Group	Findings
Age	<p>The age range of children and young people provided with a service by the Children Looked After team is 0-17.</p> <p>The team reflects this broad age range, and at the time of conducting this assessment (as at the 1 March 2013) provided a service to 14 children aged 5 and under, 15 children aged between 6 and 11, and 28 young people aged between 12 and 17.</p> <p>The Children Looked After team works closely with the Leaving Care team when young people are aged 16 and 17 to ensure that all young people eligible for a leaving care service receive one, and to maintain a fluid point of transfer between the two services that is primarily lead by the young person in terms of his or her receiving their preferred service during their years of transition to adulthood.</p> <p>There is no evidence that any children or young people have not been able to access a service that is proportionate to their age and understanding, and no complaints have been received relating to age and its impact on service provision.</p>
Disability	<p>Looked after children with severe and profound disabilities usually receive a service from the Disabled Children's Team until their 18th birthday.</p> <p>The Children Looked After team provides a service to some children who could be defined as disabled. This is a minority of the children and young people receiving a service from the team, and one of the action plans from this assessment will be to build closer links to the Disabled Children's service for formal consultation to ensure that those children have their needs relating to disability fully considered and analysed in terms of meeting likely future needs.</p> <p>Other looked after children may have a Statement of Special Educational Needs. Social workers attend annual reviews, and work closely with colleagues in the Multi Agency team for looked after children to ensure that those children with SEN provision receive a full range of additional support. Further, children whose special educational needs mean they access residential education provision, have their circumstances considered by the Principal Manager for Children Looked After and Leaving Care on a quarterly basis at the Specialist Children's Resource Panel.</p> <p>No complaints have been received relating to disability.</p>
Gender (Sex)	<p>There are currently 70 looked after children supported by the Children Looked After team, and of these 30 are girls and 40 are boys (as at the 1 March 2013). Across the age range however there is no specific statistical imbalance, for example there is no apparent propensity for teenage boys to be at higher risk of being looked after in comparison to teenage girls.</p> <p>There is no evidence that any children and young people have</p>

	not been able to access the service and no complaints have been received relating to gender and eligibility/service provision.
Gender reassignment	Statistics are not available regarding gender reassignment and no issues have been recorded in relation to any young person currently accessing the service concerning gender reassignment.
*Marriage and civil partnership (*only in relation to first part of the duty: eliminate discrimination and harassment)	No issues have been recorded regarding marriage and civil partnership. Young people aged 16/17 receiving a service from the Children Looked After team would require parental consent to marriage/civil partnership.
Pregnancy and maternity	<p>There are very low numbers of teenage pregnancy in the Children Looked After team.</p> <p>The specialist nurse for looked after children is available to all young people to provide confidential sexual health and awareness advice and to assist with contraception where appropriate. There are no statistics in terms of the number of young people who access confidential support and contraception, as that would be contrary to the confidentiality of such support.</p> <p>Looked after children who become parents receive a tailored service on a case by case service to ensure that relevant supports are in place and that any young person affected continues to receive support in his or her own right as a looked after child.</p> <p>There is currently no evidence to suggest that young people who are pregnant and/or parents are disadvantaged and no complaints have been received relating to pregnancy and maternity or paternity.</p>
Race/ethnicity	<p>The Children Looked After team reflects the increasing complexity of cultural and ethnic backgrounds of children being born and growing up in London. Currently, 25 of 70 children receiving a service as a looked after child can be described as mixed heritage, each child with a different paternal/maternal race and ethnic origin.</p> <p>34 of 70 children, approximately 50% of looked after children currently receiving a service can be described as White British.</p> <p>The pattern of children with mixed heritage is reflected in the increasing pattern of trans-racial care placements (whereby a child who is of one race or ethnic group is placed with carers of another race or ethnic group) for looked after children, although there is no specific statistical data to give exact details. This is therefore addressed in the action plan arising from this assessment.</p> <p>The Children Looked After team also provides a service to a low number of Unaccompanied Asylum Seeking Children (UASC). Currently, there is only one young person in the care</p>

	<p>of the Local Authority with this background.</p> <p>There are no looked after children receiving a service at this time who are not fluent English speakers, or who do not use English as their first language.</p> <p>The composition of the staff group at the current time reflects the diversity of the children receiving a service. Of five current social workers, one is white British, one is white American, one is British Asian, and two are Black British.</p> <p>There is no evidence to suggest that children and young people are disadvantaged due to their race/ethnicity and no complaints have been received.</p>
Religion and belief including non-belief	<p>Statistics on religion and belief are not well recorded and this may be accounted for by the relatively low numbers who pursue beliefs actively, and who are supported to do so by their social workers and carers on a case by case basis.</p> <p>There are examples where services delivered have been amended to meet the religious needs of LAC. However, these examples cannot be included within this EINA as the numbers of LAC are low and therefore it could enable the LAC to be identified.</p> <p>Nonetheless, information needs to be more robustly recorded and is featured in the 'Gaps in Data' section.</p> <p>Although there is no evidence to suggest that any children or young people are disadvantaged due to their religion and belief, information is somewhat limited. There have been no complaints related to religion and belief, including non-belief.</p>
Sexual orientation	<p>Developing sexuality during adolescence is addressed sensitively with young people affected by their social workers and confidential support and advice is available to all young people from the specialist nurse for looked after children.</p> <p>Information signposting to support groups is provided in the office reception area.</p> <p>There is no evidence to suggest that young people are disadvantaged due to sexual orientation, but clear information is limited. No complaints relating to sexual orientation have been received.</p>

6. **Have you identified any data gaps in relation to the relevant protected characteristics and relevant parts of the duty? If so, how will these data gaps be addressed?**

<i>Gaps in data</i>	<i>Action to deal with this</i>
Data on case files relating to religion/belief.	Data collection and recording to be improved with a rate between 95% and 100% by March 2014.
Data on sexual orientation and experiences	Scoping exercise to be undertaken by team

of discrimination/oppression.	manager alongside social workers to explore how many young people may be affected by August 2013 to ensure all receive a service tailored to individual circumstances and need in this aspect of development during adolescence.
Data to be collected and analysed relating to the numbers of looked after children placed in trans-racial placements	Exercise to be conducted by the team manager to ensure numbers are known and that the race and ethnicity related needs of all children placed in trans-racial placements are fully understood by their carers and being met. This to be completed by May 2013.

SUMMARY OF THE KEY FINDINGS

7. Set out the key findings from the equality impact needs analysis of the service/ function/ policy. Key questions to consider when completing this section:

- *Are there findings of unlawful discrimination?*
- *Can you address any identified adverse impact?*
- *Can you mitigate any negative impact?*
- *Please provide rationale if you are unable to address any adverse impact.*
- *Have you identified any ways of advancing equality in this area? For example, meeting diverse needs?*
- *Is there a need for any actions to promote understanding between different protected groups?*

have been no findings of unlawful discrimination or evidence of adverse impacts on service users in the relevant areas above.

Information and analysis of any adverse impacts and how we can mitigate any negative impacts on individual service users can be improved through actions identified in the 'Gaps in Data' section above.

It appears from evidence available that service users defined in the relevant categories above are able to access services, which are differentiated and tailored to the individual where needed.

There is no evidence to suggest that understanding between groups needs to be proactively promoted.

CONSULTATION ON THE KEY FINDINGS

8. What consultation have you undertaken with stakeholders or critical friends about the key findings? What feedback did you receive as part of the consultation?

For looked after children, the key consultations are through Viewpoint, access to their Independent Reviewing Officer and their ongoing visits from social workers which universally explore the wishes and feelings of looked after children.

Consultation will be sought from the Independent Reviewing service for looked after children before the end of June 2013 and the Participation Officer within that timescale.

In terms of the key findings, the assessor will also seek feedback from the Children in Care Council and will review consultation at the end of June 2013.

ACTION PLANNING

9. What issues have you identified that require actions? What are these actions, who will be responsible for them and when will they be completed?

Issue identified	Planned action	Lead officer	Completion Date
Data on case files relating to religion/belief	Data collection and recording to be improved with a rate between 95% and 100% by March 2014	Stuart Hills	March 2014
Data on sexual orientation and experiences of discrimination/oppression.	Scoping exercise to be undertaken by team manager alongside social workers to explore how many young people may be affected to ensure all receive a service tailored to individual circumstances and need.	Stuart Hills	August 2013
Data to be collected and analysed relating to the numbers of looked after children placed in trans-racial placements.	Exercise to be conducted by the CLA team manager to ensure numbers are known and that the race and ethnicity related needs of all children placed in trans-racial placements are fully understood by their carers and being met.	Stuart Hills	May 2013

MONITORING AND REVIEW

10. How will the actions in the action plan be monitored and reviewed? For example, any equality actions identified should be added to business, service or team plans and performance managed.

Through inclusion and at least bi-monthly monitoring in the Children Looked After and Leaving Care Service Strategic Plan. Also, the action plan developed as a result of the Safeguarding and Looked After Children inspection is relevant to the service and is monitored on a regular basis.

PUBLISHING THE COMPLETED ANALYSIS

11. When completed, the equality impact and needs analysis should be approved by a member of DMT and published on the Council's website. Please provide details below:

Approved by	ECCS EWG
Date of approval	1 July 2013
Date of publication	1 July 2013

DECISION-MAKING PROCESS

12. Has a copy of this EINA or summary of key findings been provided to key decision-makers to help inform decision making, for example as an appendix to a Cabinet or Committee report?

- If so please provide the details including the name of the report, the audience i.e. Cabinet/ Committee, the date it went, and the report author.**
- Please also outline the outcome from the report and details of any follow up action or monitoring of actions or decision taken:**

N/A
