

Equalities Comprehensive Impact Assessment - Head of service review

Reference: ECIA415289160

Submitted: 19 April 2022 23:58 PM

Executive summary

Title of policy / decision: Corporate Parenting Strategy

Policy / decision type: Cabinet Decision

Overview of policy / decision: Adoption of our new Corporate Parenting Strategy. This sets out our strategic approach to how we carry out our statutory responsibilities as corporate parents to children in care and care leavers.

What outcome(s) are you hoping to achieve?: We have seven Outcomes:

1. The right children are in care, the length of time in care is safely reduced, and families feel involved and supported
2. Children and young people in care, care leavers and families feel listened to, involved and understand what is happening to them
3. Children and young people in care are settled and secure in their placements and feel part of a family
4. Children and young people in care and leaving care are happy, healthy and safe
5. Children and young people in care and leaving care are proud to be who they are and feel a sense of belonging
6. Children and young people in care and leaving care feel happy, confident and secure in school, college, university or training, have improved educational outcomes and high aspirations for the future
7. Care leavers feel cared for, settled, connected to others and supported to find jobs and start adult life

Executive Director responsible for policy / decision: Helen Lincoln (Children, Families and Education)

Cabinet Member responsible for policy / decision: Beverley Egan (Children's Services and Early Years)

Is this a new policy / decision or a change to an existing one?: Change to an existing policy / decision

How will the impact of the policy / decision be monitored and evaluated?: We will monitor through regular updates and performance reports to the Corporate Parenting Panel and through audits and surveys.

Will this policy / decision impact on:

Service users: Yes

Employees: Yes

Wider community or groups of people: Yes

What strategic priorities will this policy / decision support?: A good place for Children and Families to Grow

Which strategic priorities does this support? - Families: Outcomes for vulnerable children

What geographical areas of Essex will the policy / decision affect?: All Essex

Digital accessibility

Is the new or revised policy linked to a digital service (website, system or application)?: No

Equalities - Groups with protected characteristics

Age

Nature of impact: None

Disability - learning disability

Nature of impact: None

Disability - mental health issues

Nature of impact: Positive

Extent of impact: Medium

Disability - physical impairment

Nature of impact: Positive

Extent of impact: Low

Disability - sensory impairment

Nature of impact: None

Sex

Nature of impact: None

Gender reassignment

Nature of impact: None

Marriage / civil partnership

Nature of impact: None

Pregnancy / maternity

Nature of impact: Positive

Extent of impact: Medium

Race

Nature of impact: Positive

Extent of impact: Medium

Religion / belief

Nature of impact: Positive

Extent of impact: Medium

Sexual orientation

Nature of impact: Positive

Extent of impact: Medium

Rationale for assessment, including data used to assess the impact: The priorities in the strategy aim to help children in care and care leavers to be supported to be proud to be themselves, feel a sense of belonging, have good emotional wellbeing and have high aspirations. It pays particular attention to protected groups including young mothers, BAME children and young people and Separated Migrant Children and Young People. While children and young people in care and care leavers represent a very small part of the population, the impacts on them as individuals would be significant. We have consulted with care leavers and professionals to ensure that we have a positive impact on vulnerable children and young people and consider lesser heard voices, such as children with disabilities.

What actions have already been taken to mitigate any negative impacts: There are no identified negative impacts, but we will continue to work with key groups such as the "Proud to be Me" (BAME) working group and care leavers who have their own children to recognise and address any inequalities that arise, as well as through audits and surveys.

Levelling up - Priority areas & cohorts

Children and adults with SEND, learning disabilities or mental health conditions (taking an all-age approach)

Nature of impact: Positive

Extent of impact: Medium

Children on Free School Meals

Nature of impact: Positive

Extent of impact: Medium

Working families

Nature of impact: Positive

Extent of impact: Medium

Young adults (16-25 who have not been in education, training or employment for around 6-12 months)

Nature of impact: Positive

Extent of impact: Medium

Harlow

Nature of impact: None

Jaywick and Clacton

Nature of impact: None

Harwich

Nature of impact: None

Basildon (Town) housing estates

Nature of impact: None

Canvey Island

Nature of impact: None

Colchester (Town) - Housing Estates

Nature of impact: None

Rural North of the Braintree District

Nature of impact: None

Rationale for assessment, including data used to assess the impact: The strategy sets out a clear direction to improve outcomes for our most vulnerable children - those in and leaving care, particularly around supporting the transition to adulthood (care leavers), supporting good emotional wellbeing (all ages) and supporting those who have experienced trauma succeed in education and employment. The number of children and young people impacted is small relative to the population, but the potential impact on them as individuals is significant. The strategy is for all-Essex - the next stage (Delivery Plans) will focus on localities.

What actions have already been taken to mitigate any negative impacts: No negative impacts - the strategy has involved professionals in education and employability and builds on good work already happening across the county

Equalities - Inclusion health groups and other priority groups

Refugees / asylum seekers

Nature of impact: Positive

Extent of impact: Medium

Homeless / rough sleepers

Nature of impact: Positive

Extent of impact: Medium

Offenders / ex-offenders

Nature of impact: Positive

Extent of impact: Medium

Carers

Nature of impact: None

Looked after children

Nature of impact: Positive

Extent of impact: High

Veterans

Nature of impact: None

People who are unemployed / economically inactive

Nature of impact: Positive

Extent of impact: Medium

People on low income

Nature of impact: Positive

Extent of impact: Medium

Working families

Nature of impact: Positive

Extent of impact: Medium

Rationale for assessment, including data used to assess the impact: Children in care and leaving care are some of our most vulnerable citizens and more at risk of homelessness, unemployment and criminal exploitation. They also include refugees (Separated Migrant Children and Young People). The numbers are small relative to the population but the individual impact can be significant. We have consulted with subject matter experts in youth offending, housing/homelessness and Separated Migrant Children and Young People to address these impacts.

What actions have already been taken to mitigate any negative impacts: no negative impacts

Equalities - Geographical Groups

People living in areas of high deprivation

Nature of impact: None

People living in rural or isolated areas

Nature of impact: None

People living in coastal areas

Nature of impact: None

People living in urban or over-populated areas

Nature of impact: None

Rationale for assessment, including data used to assess the impact: Evidence shows that family poverty and deprivation is related to child abuse and neglect in the UK, but once taken into care children and young people can be housed in any area.

What actions have already been taken to mitigate any negative impacts: No negative impacts

Families

Family formation (e.g. to become or live as a couple, the ability to live with or apart from children)

Nature of impact: None

Families going through key transitions e.g. becoming parents, getting married, fostering or adopting, bereavement, redundancy, new caring responsibilities, onset of a long-term health condition

Nature of impact: Positive

Extent of impact: Medium

Family members' ability to play a full role in family life, including with respect to parenting and other caring responsibilities

Nature of impact: Positive

Extent of impact: Medium

Families before, during and after couple separation

Nature of impact: Positive

Extent of impact: Medium

Families most at risk of deterioration of relationship quality and breakdown

Nature of impact: Positive

Extent of impact: Medium

Rationale for assessment, including data used to assess the impact: Our strategy has priorities and outcomes around a sense of home and staying connected to/reuniting with families. The number of children impacted is small but the individual impact high.

What actions have already been taken to mitigate any negative impacts: None

Climate

Does your decision / policy involve elements connected to the built environment / energy?: No

Does your decision / policy involve designing service provision and procurement to minimise freight and staff travel and enable use of active and public transport options?: No

Does your decision / policy involve elements connected to waste?: No

Action plan to address and monitor adverse impacts

Does your ECIA indicate that the policy or decision would have a medium or high adverse impact on one or more of the groups / areas identified?: No

Details of person completing the form

I confirm that this has been completed based on the best information available and in following ECC guidance: I confirm that this has been completed based on the best information available and in following ECC guidance

Date ECIA completed: 19/04/2022

Name of person completing the ECIA: Jo Boyd-Wallis

Email address of person completing the ECIA: Jo.Boyd-Wallis@essex.gov.uk

Your function: Chief Executives Office

Your service area: The Policy Unit

Your team: Corporate Strategy

Are you submitting this ECIA on behalf of another function, service area or team?: Yes

Function: Children, Families and Education

Service area:

Team:

Email address of Head of Service: Sukriti.Sen@essex.gov.uk