

## Equality Impact Relevance Check

This tool will identify the equalities relevance of a proposal, and establish whether a full Equality Impact Assessment will be required.

### What is the proposal?

|  |   |
|--|---|
| Name of proposal:                        | Prevention of children becoming looked after and reunification of looked after children with families (S6)  |
| Directorate and Service Area             | Children and Families   |
| Please outline the proposal:             | The Edge of Care (ECHO) service is an intensive solution focussed programme which is now up and running to prevent children becoming looked after. Early indications show that there has been success in preventing children becoming looked after and also in reunifying children with their families. |
| What savings will this proposal achieve? | £ 400k  |
| Name of Lead Officer:                    | Chris Baird   |

### Could your proposal impact citizens with protected characteristics?

(This includes service users and the wider community)

Please outline where there may be significant opportunities or positive impacts, and for whom.

An Equality Impact Assessment was conducted in December 2020, see below.

Please outline where there may be significant negative impacts and for whom.

An Equality Impact Assessment was conducted in December 2020, see below.

### Could your proposal impact staff with protected characteristics?

Please outline where there may be significant opportunities or positive impacts, and for whom.

An Equality Impact Assessment was conducted in December 2020, see below.

Please outline where there may be negative impacts and for whom.

An Equality Impact Assessment was conducted in December 2020, see below.

**Is a full Equality Impact Assessment required?**

Does the proposal have the potential to impact on people with protected characteristics in the following ways:

- Access to or participation in a service
- Levels of representation in our workforce? or
- Reducing quality of life (i.e. health, education, standard of living)?

Please indicate yes or no.

If the answer is yes then a full impact assessment must be carried out.

If the answer is no, please provide a justification.

Please refer to the Equality Impact Assessment that was conducted in December 2020, see below.

**Director sign off:**

Signature:



Name:

Position:

Date:

Chris Baird

Director Children and Families

29 January 2021

## Equality Impact Assessment (EIA) Form

*Please read EIA guidelines when completing this form*

### 1. Name of Service Area/Directorate

|  |                       |
|--|-----------------------|
| <b>Name of Head of Service for area being assessed</b> | Cath Thomas           |
| <b>Directorate</b>                                     | Children and Families |

| <b>Individual(s) completing this assessment</b> | <b>Name</b>   | <b>Job Title</b>                               |
|---|---------------|--|
|   | Angela Wilson | Senior Project Manager                         |
|   | Cath Thomas   | Head of Service for Child Protection and Court |
|   | Liz Elgar     | AD Children and Families Safeguarding          |
| <b>Date assessment completed</b>                | 10/12/2020    |  |

### 2. What is being assessed

|  |  |   |  |  |
|--|--|---|--|--|
| Activity being assessed (eg. policy, procedure, document, service redesign, strategy etc.)   | Mobilisation of Edge of Care / Home service  |   |  |  |
| What is the aim, purpose and/or intended outcomes of this activity?  | <p>The ECHo service will provide support to children and young people, and their families, so that children who are on the edge of entering care due to the risk of family breakdown are safely prevented from doing so</p> <p>It will also support children who are in care to successfully and safely leave care to return to live with their immediate or extended family</p> |   |  |  |
| Name of lead for activity  | Cath Thomas, Head of Service   |   |  |  |
| Who will be affected by the development and implementation of this activity?   | <input checked="" type="checkbox"/> Service Users<br><input type="checkbox"/> Patients<br><input checked="" type="checkbox"/> Carers<br><input type="checkbox"/> Visitors  | <input checked="" type="checkbox"/> Staff<br><input type="checkbox"/> Communities<br><input type="checkbox"/> Other _____ |  |  |
| Is this:   | <input type="checkbox"/> Review of an existing activity<br><input checked="" type="checkbox"/> New activity<br><input type="checkbox"/> Planning to withdraw or reduce a service, activity or presence?  |   |  |  |
| What information and evidence have you reviewed to help inform this assessment? (name sources, eg demographic information for services/staff groups affected, complaints etc.) | ECHo business case<br>ECHo mobilisation plan<br>Data on children in care in Herefordshire and children on the edge of care   |   |  |  |
| Summary of engagement or consultation undertaken (eg. who  |  |   |  |  |

|   |   |
|---|---|
| <p>and how have you engaged with, or why do you believe this is not required)</p> | <p>All children's service areas have been consulted during the design and mobilisation of the ECHo team<br/>Review of models in other local authorities (Staffordshire)</p>   |
| <p>Summary of relevant findings</p>   | <p>There is a clear need for an ECHo team to prevent children coming into care and to support reunification home for children who are in care<br/>The best approach identified for ECHo is a multi-disciplinary team with family support workers, a systemic family therapist, a substance misuse worker, and a domestic violence specialist</p> <p>ECHo support is best suited (and will be offered to) to:<br/>Children and young people (and their families) who are known to children's social care, if they are:</p> <ul style="list-style-type: none"> <li>• At imminent risk of becoming looked after due to family breakdown, or</li> <li>• Looked after and subject to a reunification plan</li> </ul> <p>ECHo is not appropriate for:</p> <ul style="list-style-type: none"> <li>• Children known to Herefordshire's children's social care that are not at imminent risk of becoming looked after or are not subject to a reunification plan</li> <li>• Children who are subject to pre-proceedings</li> <li>• Children who are not known to Herefordshire's children's social care</li> <li>• Children and young people placed in Herefordshire by other local authorities</li> <li>• Children and young people not normally resident in Herefordshire</li> </ul> |

### 3. The impact of this activity

Please consider the potential impact of this activity (during development and implementation) on each of the equality groups outlined below. **Please tick one or more impact box below for each Equality Group and explain your rationale.** Please note it is possible for the potential impact to be both positive and negative within the same equality group and this should be recorded. Remember to consider the impact on staff, public, patients, carers etc. in these equality groups.

| <b>Equality Group</b>  | <b>Potential<br/> <br/><u>positive</u><br/> <br/>impact</b> | <b>Potential<br/> <br/><u>neutral</u><br/> <br/>impact</b> | <b>Potential<br/> <br/><u>negative</u><br/> <br/>impact</b> | <b>Please explain your reasons for any potential positive, neutral or negative impact identified</b>   |
|--|---|--|---|--|
| <b>Age</b>   |   | X  |   |  |
| <b>Disability</b>  |   | X  |   |  |
| <b>Gender Reassignment</b>   |   | X  |   |  |
| <b>Marriage &amp; Civil Partnerships</b>   |   | X  |   |  |
| <b>Pregnancy &amp; Maternity</b>   |   | X  |   |  |
| <b>Race</b> (including Travelling Communities and people of other nationalities)   |   | X  |   |  |
| <b>Religion &amp; Belief</b>   |   | X  |   |  |
| <b>Sex</b>   |   | X  |   |  |
| <b>Sexual Orientation</b>  |   | X  |   |  |
| <b>Other Vulnerable and Disadvantaged Groups</b> (eg. carers, care leavers, homeless, social/ economic deprivation, etc)   | X   |  |   | Vulnerable children at risk of being taken into care and children in care who can be reunified home will benefit from ECHo supporting them to remain with/or return to their families safely |
| <b>Health Inequalities</b> (any preventable, unfair & unjust differences in health status between groups, populations or individuals that arise from the unequal distribution of social, environmental & economic conditions within societies) |   | X  |   |  |

| <b>What actions will you take to mitigate any potential negative impacts?</b> | <b>Risk identified</b>      | <b>Actions required to reduce/ eliminate negative impact</b>                 | <b>Who will lead on the action?</b>       | <b>Timeframe</b>      |
|---|-----------------------------|--|---|-----------------------|
|   | Language barrier to service | ECHo's budget includes sufficient funds for interpretation/translation costs | Katleen Vanderstraete (ECHo Team Manager) | April 2020 (complete) |
|   |                             |  |   |                       |

|  |  |  |  |  |
|--|--|--|--|--|
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|--|--|--|--|--|

#### 4. Monitoring and review

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|---|---|
| <b>How will you monitor these actions?</b>  | This EIA will be reviewed at the close of ECHo mobilisation project as part of the final project report |
| <b>When will you review this EIA?</b> (eg in a service redesign, this EIA should be revisited regularly throughout the design & implementation) | June 2021 (in line with final ECHo project report)  |

#### 5. Equality Statement

- All public bodies have a statutory duty under the Equality Act 2010 to set out arrangements to assess and consult on how their policies and functions impact on the 9 protected characteristics.
- Herefordshire Council will challenge discrimination, promote equality, respect human rights, and design and implement services, policies and measures that meet the diverse needs of our service, and population, ensuring that none are placed at a disadvantage over others.
- All staff are expected to deliver services and provide services and care in a manner which respects the individuality of service users, patients, carers etc, and as such treat them and members of the workforce respectfully, paying due regard to the 9 protected characteristics.

|   |                              |
|---|------------------------------|
| <b>Signature of person completing EIA</b> | Cath Thomas (electronically) |
| <b>Date signed</b>                        | 11/12/2020                   |