

As a public authority we need to ensure that all our strategies, policies, service and functions, both current and proposed have given proper consideration to equality, diversity, cohesion and integration. In all appropriate instances we will need to carry out an equality, diversity, cohesion and integration impact assessment.

This form:

- can be used to prompt discussion when carrying out your impact assessment
- should be completed either during the assessment process or following completion of the assessment
- should include a brief explanation where a section is not applicable

<b>Directorate: Childrens Services</b>	<b>Service area: Fostering</b>
<b>Lead person: Jeanette Scott</b>	<b>Contact number: 07891 275585</b>
<b>Date of the equality, diversity, cohesion and integration impact assessment: 03/06/15</b>	

<b>1. Title: Fostering Service Restructure</b>
Is this a:
<input type="checkbox"/> <b>Strategy</b> <input type="checkbox"/> <b>Policy</b> <input checked="" type="checkbox"/> <b>Service</b> <input type="checkbox"/> <b>Function</b> <input type="checkbox"/> <b>Other</b>
Is this:
<input type="checkbox"/> New/ proposed <input type="checkbox"/> Already exists and is being reviewed <input checked="" type="checkbox"/> Is changing
(Please tick one of the above)

**2. Members of the assessment team:**

<b>Name</b>	<b>Organisation</b>	<b>Role on assessment team e.g. service user, manager of service, specialist</b>
Jeanette Scott	Fostering Service	SDM Fostering
Sarah Johal	Children's Services	Assistant Head of Service
Val Hales	Fostering Service	Deputy SDM Fostering
Team Managers x 6	Fostering Service	Managers
Marie Proctor	LFCA Chair	Foster Carer Stakeholder
Foster Carers x 4 Stuart Wilson	Children's Services Fostering Service	Foster Carer Stakeholders Lead, Service Development

**3. Summary of strategy, policy, service or function that was assessed:**

Review and proposals for service re-structure to assist with improvements for:

- 1) Recruitment and support for Teens foster carers
- 2) Re-allocation of staff to achieve enhanced support to carers (new Teens + team)
- 3) Support Care & Short Breaks provision
- 4) Ensuring equality of Team Manager staff responsibilities

**4. Scope of the equality, diversity, cohesion and integration impact assessment**

(complete – 4a. if you are assessing a strategy, policy or plan and 4b. if you are assessing a service, function or event)

**4a. Strategy, policy or plan**

(please tick the appropriate box below)

The vision and themes, objectives or outcomes	<input type="checkbox"/>
The vision and themes, objectives or outcomes and the supporting guidance	<input type="checkbox"/>
A specific section within the strategy, policy or plan	<input type="checkbox"/>
<b>Please provide detail:</b>	

**4b. Service, function, event**

please tick the appropriate box below

The whole service (including service provision and employment)	<input type="checkbox"/>
A specific part of the service (including service provision or employment or a specific section of the service)	<input checked="" type="checkbox"/>
Procuring of a service	<input type="checkbox"/>

(by contract or grant) (please see equality assurance in procurement)	
<b>Please provide detail:</b>	
Improving the recruitment, support and retention of Teens foster carers by establishing a Teens + team and accommodating staff re-organisation to improve Support Care and Short Breaks service delivery	

<b>5. Fact finding – what do we already know</b>
Make a note here of all information you will be using to carry out this assessment. This could include: previous consultation, involvement, research, results from perception surveys, equality monitoring and customer/ staff feedback.
(priority should be given to equality, diversity, cohesion and integration related information)
<ul style="list-style-type: none"> <li>• Consultation with Management Team &amp; staff to achieve agreed proposals for re-structure</li> <li>• Stakeholder Group (including Foster Carers and partner services) to provide service user view on improving outcomes; links to Residential Services and Out of Hours Support, EDT</li> <li>• Research and evaluation of service participation in Dfe Teens fostering project and service pilot of Mockingbird Hub Carer model</li> <li>• Fostering staff feedback to proposals via staff development days / team meetings</li> <li>• Agreed proposals incorporated into Fostering Service Improvement plan</li> </ul>
<b>Are there any gaps in equality and diversity information</b>
<b>Please provide detail:</b>
No
<b>Action required:</b>

<b>6. Wider involvement – have you involved groups of people who are most likely to be affected or interested</b>
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Yes x

No

**Please provide detail:**

Please see 5 & 12

**Action required:**

As detailed in 12

**7. Who may be affected by this activity?**

please tick all relevant and significant equality characteristics, stakeholders and barriers that apply to your strategy, policy, service or function

**Equality characteristics**

Age

Carers

Disability

Gender reassignment

Race

Religion or Belief

Sex (male or female)

Sexual orientation

Other

(for example – marriage and civil partnership, pregnancy and maternity, social class, income, unemployment, residential location or family background, education or skills level)

**Please specify:**

**Stakeholders**

Services users

Employees

Trade Unions

Partners

Members

Suppliers

Other please specify

<b>Potential barriers.</b>	
<input type="checkbox"/> <b>Built environment</b>	<input type="checkbox"/> <b>Location of premises and services</b>
<input type="checkbox"/> <b>Information and communication</b>	<input type="checkbox"/> <b>Customer care</b>
<input type="checkbox"/> <b>Timing</b>	<input type="checkbox"/> <b>Stereotypes and assumptions</b>
<input type="checkbox"/> <b>Cost</b>	<input type="checkbox"/> <b>Consultation and involvement</b>
<input type="checkbox"/> <b>specific barriers to the strategy, policy, services or function</b>	
<b>Please specify</b>	

<b>8. Positive and negative impact</b> Think about what you are assessing (scope), the fact finding information, the potential positive and negative impact on equality characteristics, stakeholders and the effect of the barriers
<b>8a. Positive impact:</b>
Improved support and retention of carers for vulnerable and challenging cared for young people. Improved outcomes and placement stability for looked after Young people. Re-organisation of service and staffing relocation to improve service delivery and performance.
<b>Action required:</b>
Achieved see 12

<b>8b. Negative impact:</b>
None identified
<b>Action required:</b>

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<b>9. Will this activity promote strong and positive relationships between the groups/communities identified?</b>
<input checked="" type="checkbox"/> <b>Yes</b> <input type="checkbox"/> <b>No</b>
<b>Please provide detail:</b> Overall service improvement for carers, including enhanced support, supervision, training and development opportunities. Strengthens workforce organisation and capability to improve outcomes for children / young people.
<b>Action required:</b> Achieved see 12

<b>10. Does this activity bring groups/communities into increased contact with each other (e.g. in schools, neighbourhood, workplace)?</b>
<input checked="" type="checkbox"/> <b>Yes</b> <input type="checkbox"/> <b>No</b>
<b>Please provide detail:</b> Proposals improve closer working between staff and carers. Relocation of staff assists with improved service delivery and outcomes.
<b>Action required:</b> See 12

<b>11. Could this activity be perceived as benefiting one group at the expense of another?</b>
<input type="checkbox"/> <b>Yes</b> <input checked="" type="checkbox"/> <b>No</b>
<b>Please provide detail:</b> Proposals enhance service delivery to Teens and Support Carers carers utilising and better managing existing resources and at no detriment to other carers or staff.



## 12. Equality, diversity, cohesion and integration action plan

(insert all your actions from your assessment here, set timescales, measures and identify a lead person for each action)

Action	Timescale	Measure	Lead person
<ul style="list-style-type: none"> <li>Teens Fostering Stakeholder Group</li> </ul>	Nov 14 – Feb 15	3 meetings	Jeanette Scott
<ul style="list-style-type: none"> <li>Service Re-organisation Management Task &amp; Finish Group</li> </ul>	Nov 14 – March 15	4 meetings	Jeanette Scott / Sarah Johal
<ul style="list-style-type: none"> <li>Consultation with Team Managers</li> <li>Research and experience from Dfe Teens project</li> </ul>	<p>Nov 14 – March 15</p> <p>On going</p>	<p>Monthly Management Meetings</p> <p>On going</p>	<p>Jeanette Scott</p> <p>Jeanette Scott / Ben Whitehead</p>
<ul style="list-style-type: none"> <li>Service Staff Consultation</li> </ul>	Jan – April 15	Team Meetings & Staff Development Day	Jeanette Scott / Stuart Wilson



Action	Timescale	Measure	Lead person
<ul style="list-style-type: none"> <li>• Information for and consultation with - LFCA / Carer Representatives via Foster Carer Liaison Group</li> <li>• Hub Carer Scheme Pilot</li> <li>• Measuring Performance &amp; Outcomes</li> </ul>	<p>Nov 14 – May 15</p> <p>Completed March 15</p> <p>Following agreement to re-structure</p>	<p>Agenda item at FCLG (every six weeks)</p> <p>Evaluation &amp; Report to SDM Fostering</p> <p>Incorporated in Service Improvement Plan 2014 -16</p>	<p>Jeanette Scott / Ben Whitehead / Sarah Johal</p> <p>Anne Marie Stokes / Jill Haigh</p> <p>Jeanette Scott / Stuart Wilson</p>

**13. Governance, ownership and approval**

State here who has approved the actions and outcomes from the equality, diversity, cohesion and integration impact assessment

Name	Job Title	Date
Jeanette Scott	Service Delivery Manager (Fostering)	3.6.15

**14. Monitoring progress for equality, diversity, cohesion and integration actions** (please tick)

- As part of Service Planning performance monitoring
- As part of Project monitoring
- Update report will be agreed and provided to the appropriate board  
Please specify which board
- Other (please specify)

**15. Publishing**

<b>Date sent to Equality Team</b>	<b>4.6.15</b>
<b>Date published</b>	