

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

Directorate: Children and Families	Service area: Children’s Social Work
Lead person: Ruth Terry	Contact number:
Date of the equality, diversity, cohesion and integration impact assessment:	
28.06.22	

1. Title: Investing in Children and Families Transition Plan –learning inclusion service
Is this a:
<input type="checkbox"/> Strategy / Policy <input checked="" type="checkbox"/> Service / Function <input type="checkbox"/> Other
If other, please specify

2. Members of the assessment team:

Name	Organisation	Role on assessment team For example, service user, manager of service, specialist
Ruth Terry	CSWS	Manager

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

Key decision report to increase the existing number of staff within childrens social work service including the front door, kinship, placements and occupational therapy.

The impact on staff has been considered. These proposals will result in an increase in the number of positions, which will reduce pressure on front line, increase service resilience and support staff.

The impact on young people has been considered. The proposals will increase the capacity of staff to support children and young people in need of social work support as well as to kinship carers, care leavers and children with additional needs that require adaptations to the home environment.

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"/>
Please provide detail:	

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 (by contract or grant)	<input type="checkbox"/>

Please provide detail:

Key decision report to increase capacity and resource in key areas of the social work service namely kinship, placements, occupational therapy and care leavers. The posts are required to address the risks associated with the current level of staffing and manager capacity for statutory functions.

5. Fact finding – what do we already know

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)

Work has been completed to understand the make up of the workforce. This will be used to influence and inform recruitment and progression of staff from minority groups into these roles. We know there is a need to increase the diversity of our foster carer group and to support the assessment and registration of foster carers from diverse backgrounds.

**Are there any gaps in equality and diversity information -
Please provide detail:**

No, we understand the demographics of the workforce and population of Leeds.

Action required:

No, however we will continue to monitor the demographics of the cohort of children and to ensure we are responding appropriately to the requirements of all.

6. Wider involvement – have you involved groups of people who are most likely to be affected or interested

Yes

No

Please provide detail:

We have discussed these proposals with staff in the services directly affected and those that work closely with them. We will continue to communicate with staff on the progress of these proposals.

These proposals have been discussed with Trade Unions. They are supportive of the proposals. We will continue to liaise with Trade Unions and staff directly through the introduction and development of these proposals.

Action required:

Further communication and consultation with staff, families/carers and young people will take place as the programme develops and is implemented.

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

(Other can include – marriage and civil partnership, pregnancy and maternity, and those areas that impact on or relate to equality: tackling poverty and improving health and well-being)

Please specify:

Stakeholders

Services users

Employees

Trade Unions

Partners

Members

Suppliers

Other please specify .

Potential barriers

Built environment

Location of premises and services

Information and communication

Customer care

Timing

Stereotypes and assumptions

Cost	Consultation and involvement
<input type="checkbox"/> Financial exclusion	<input checked="" type="checkbox"/> Employment and training
<input type="checkbox"/> specific barriers to the strategy, policy, services or function	
<p>Please specify –</p> <p>Employment/ Recruitment – there are current challenges in recruitment that will need to be overcome.</p>	

<p>8. Positive and negative impact</p> <p>Think about what you are assessing (scope), the fact-finding information, the potential positive and negative impact on equality characteristics, stake holders and the effect of the barriers</p>
<p>8a. Positive impact:</p> <p>These services will increase the access to support for children and young people and reduce the pressure on front line staff.</p>
<p>Action required:</p> <p>We will work to ensure that all partners are fully aware of the programme of implementation and that their views are heard and considered.</p>

<p>8b. Negative impact:</p> <p>These proposals do not have an impact on the Council’s duty to promote equality for the reasons outlines above.</p>
<p>Action required:</p>

<p>9. Will this activity promote strong and positive relationships between the groups/communities identified?</p>
<input type="checkbox"/> <input checked="" type="checkbox"/>

Yes	No
Please provide detail:	
Action required: We will work to ensure that all partners are fully aware of the programme of implementation and that their views are heard and taken into account.	

10. Does this activity bring groups/communities into increased contact with each other? (for example, in schools, neighbourhood, workplace)	
<input type="checkbox"/> Yes	<input checked="" type="checkbox"/> No
Please provide detail:	
Action required:	
We will work to ensure that all partners are fully aware of the programme of implementation and that their views are heard and considered.	

11. Could this activity be perceived as benefiting one group at the expense of another? (for example where your activity or decision is aimed at adults could it have an impact on children and young people)	
<input type="checkbox"/> Yes	<input checked="" type="checkbox"/> No
Please provide detail:	
The additional service capacity will benefit the most vulnerable children and young people in the city including, children looked after, care leavers and children with disabilities and complex needs. There will also be a benefit to family members who take on the care of children but will also have a direct impact on those children.	
Action required:	
No action required.	

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
Effective communication with families/carers	Ongoing	Regular communication on service developments	Ruth Terry
Effective communication Staff	Ongoing	Regular communication with staff in Learning Inclusion	Ruth Terry

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
Ruth Terry	Chief officer social work	tbc
Date impact assessment completed		

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

Though **all** key decisions are required to give due regard to equality the council **only** publishes those related to **Executive Board, Full Council, Key Delegated Decisions** or a **Significant Operational Decision**.

A copy of this equality impact assessment should be attached as an appendix to the decision making report:

- Governance Services will publish those relating to Executive Board and Full Council.
- The appropriate directorate will publish those relating to Delegated Decisions and Significant Operational Decisions.
- A copy of all other equality impact assessments that are not to be published should be sent to equalityteam@leeds.gov.uk for record.

Complete the appropriate section below with the date the report and attached assessment was sent:

For Executive Board or Full Council – sent to Governance Services	Date sent:
For Delegated Decisions or Significant Operational Decisions – sent to appropriate Directorate	Date sent:
All other decisions – sent to equalityteam@leeds.gov.uk	Date sent: