

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 ser	rvice
Is this a: Strategy / Policy X Service / Function	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	
The vision and themes, objectives or outcomes and the supporting guidance	
A specific section within the strategy, policy or plan	
Please provide detail:	

4b. Service, function, event please tick the appropriate box below	
The whole service (including service provision and employment)	
A specific part of the service (including service provision or employment or a specific section of the service)	X
Procuring of a service (by contract or grant)	

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)

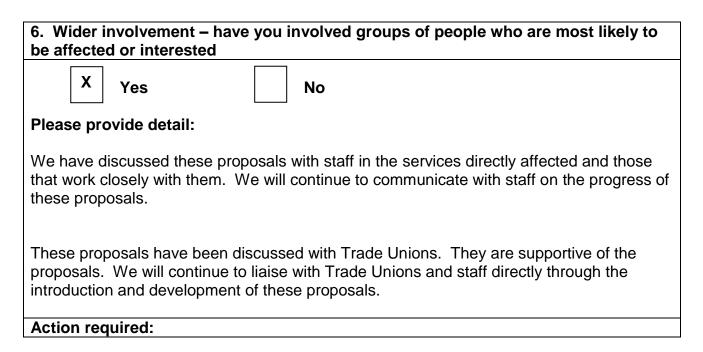
Work has been completed to understand the make up of the workforce. This will be used to influence and inform recruitment and progression of staff from minority groups into these roles. We know there is a need to increase the diversity of our foster carer group and to support the assessment and registration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

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

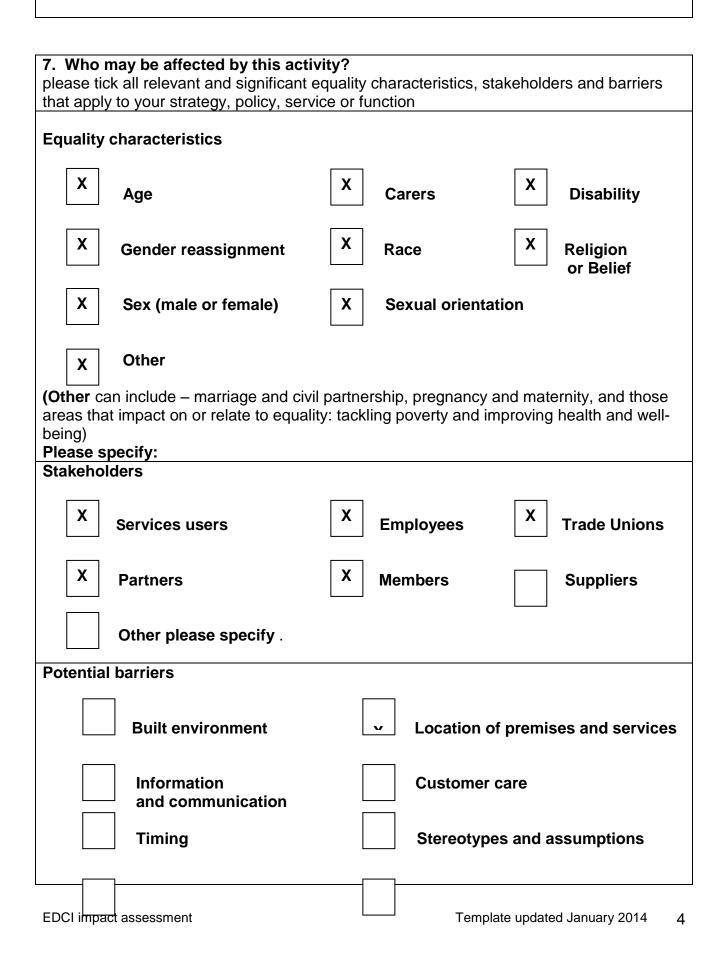
No, we understand the demographics of the workforce and population of Leeds.

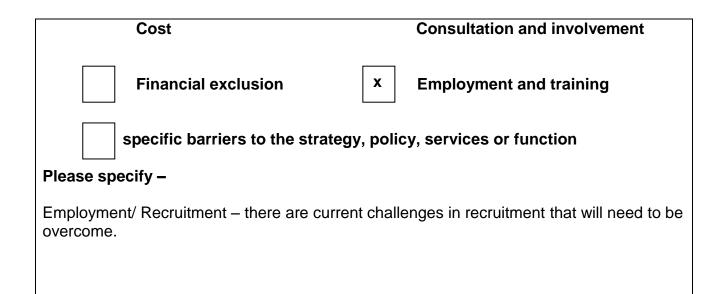
Action required:

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.



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





8. Positive and negative impact

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

8a. Positive impact:

These services will increase the access to support for children and young people and reduce the pressure on front line staff.

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.

8b. Negative impact:

These proposals do not have an impact on the Council's duty to promote equality for the reasons outlines above.

Action required:

9. Will this activity promote strong and positive relationships between the groups/communities identified?

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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)		
Yes X 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)		
Yes x 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 om 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)

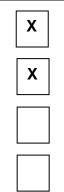
Action	Timescale	Measure	Lead person
Effective communication with families/carers	Ongoing	Regular communication on service developments	Ruth Terry
Effective communication Staff	Ongoing	Regular communication with staff in Learning Inclusion	Ruth Terry

13. Governance, ownership and approval

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

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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 <u>equalityteam@leeds.gov.uk</u> 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: