

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: Corporate Parenting / Commissioning
Lead person: William Shaw	Contact number: 0113 378 2244
Date of the equality, diversity, cohesion and integration impact assessment:	

1. Title: Children Looked After Sufficiency Strategy
Is this a:
<input checked="" type="checkbox"/> Strategy / Policy <input 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
William Shaw	LCC	Head of Service
Lesley Darnell	LCC	Strategic Commissioning Lead CLA
Ben Finley	LCC	Head of Service

3. Summary of strategy, policy, service or function that was assessed:
<p>Leeds City Council has a legal duty under the Children Act 1989 to make sure we have enough placements, and a mix of placements, within the Council's area, to meet the needs of the Children Looked After.</p> <p>Working in partnership and cooperating with partners is key to ensuring that the needs of Children Looked After are met. Delivery on this requires the Council to set out a strategy as to how those needs will be met. This report provides a draft Children Looked After Sufficiency Strategy which aims to set out, in some detail, the Council's approach to meeting those needs and focusses on some core principles along with detailed analysis of current and predicted demand and sets out how the Council, working in partnership, intends to deliver on those needs.</p> <p>The Strategy, once approved, will be a live document and will be subject to regular review so that the Council can be assured that demand, demography, societal and financial changes are considered and addressed by changed arrangements.</p>

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)
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4a. Strategy, policy or plan (please tick the appropriate box below)	
The vision and themes, objectives or outcomes	<input checked="" 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 type="checkbox"/>

Procuring of a service (by contract or grant)	<input type="checkbox"/>
Please provide detail:	

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)

The views of children and young people have been gained through direct feedback and ongoing consultation work with Voice and Influence groups and Councils and our Advocacy and Children Rights service. Children and young people have clearly shared that they want

- an ‘ordinary’ family life, and not to feel ‘different’
- to maintain relations with their birth families
- to understand why they’re in care, and to have an explanation ready
- to be listened to about where they want to be, and to have an element of control
- to be valued, respected, encouraged (for example, at school) and to be appreciated for themselves.’

The Leeds Corporate Parenting Board completed a survey with children and young people. The key messages, themes and findings from children and young people include:

- Children and young people want to be happy, healthy and settled. They want a say in decisions where they live and the opportunity to build positive relationships with the people that care for them.
- They want to achieve at school and opportunities to develop further education, training and employment options that are right for them.
- They want effective support with their physical and mental health, at the right time and say in what this looks like.
- Children and young people want choice about where they live and placements and this to matched to their needs personally.
- Relationships with their families is really important to them and the time that is spent with them.
- Young people want information and support as they develop into adulthood and stability and consistency of support from the people caring and looking after them.

The strategy is also informed by and a response to Leeds City Council and its partners through its Corporate Parenting Board [promises to children and young people in care](#) to

- help and support you to stay safe and have a healthy lifestyle
- involve you in all decisions about your life
- have high aspirations for you and encourage you to reach your full potential
- support you throughout your education and to plan for the future
- listen and make sure you know what will happen next

- celebrate your achievements
- make sure you have lots of different people to support you
- help you have new experiences and develop your own interests
- working towards [My Things Matter Campaign](#)
- To establish care experience as a locally protected characteristic by the Council.

Are there any gaps in equality and diversity information

Please provide detail:

Further work is needed on the educational needs of children and young people with Special educational need and Disabilities (SEND)

Action required:

This will be contained in an additional strategy on SEND Sufficiency

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

Yes

No

Please provide detail:

The strategy has involved and consulted with the following groups

- Children and young people looked after
- Voice and Influence groups
- Professionals working with children and young people looked after
- Health and Education partners
- Third sector

Action required:

Involve and consult the groups above in the implementation of the strategy

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

Financial exclusion

Employment and training

specific barriers to the strategy, policy, services or function

Please specify

We need to make sure that children looked after have the access to the right support at the right time in the right place. This strategy seeks to address some of these barriers by developing new provision including recruiting new foster carers, developing new children's homes and increasing levels of support and intervention.

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, stakeholders and the effect of the barriers
8a. Positive impact:
<p>The strategy and its implementation will</p> <ul style="list-style-type: none"> • Promote care experience as a locally protected characteristic • Focus on family first and create stable homes for children looked after across Leeds • Increase the services, offer and provision for children looked after enabling them to get the right support at the right time in the right place • Ensure that support and intervention that are provided to our children looked after is delivered in line with the Leeds Practice Model and is high quality and best value
Action required:
<ul style="list-style-type: none"> • Effective implementation of strategy involving all stakeholder • Ensure the views and experience of children and young people continues to inform the implementation of the strategy

8b. Negative impact:
<ul style="list-style-type: none"> • The implementation of the strategy will involve change and transformation to existing services
Action required:
<ul style="list-style-type: none"> • Effective involvement and engagement of key stakeholders through the implementation and change process

9. Will this activity promote strong and positive relationships between the groups/communities identified?
<p> <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No </p> <p>Please provide detail:</p>
Action required:
<ul style="list-style-type: none"> • Maintain regular communication and engagement with groups and communities in the monitoring and implementation of the strategy

10. Does this activity bring groups/communities into increased contact with each other? (for example, in schools, neighbourhood, workplace)

Yes

No

Please provide detail:

The strategy can only be achieved by joint and effective working between care, education and health partners in consultation with children and young people, parent carers, families and communities

Action required:

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

No

Please provide detail:

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
Children and young people consultation	Autumn 2023	Sessions completed	Voice and Influence
Ongoing involvement and engagement of children and young people	On going	Activity completed Impact evidenced in line Voice and Influence strategy	Voice and Influence
Stakeholder communication and engagement plan	On going	Agreed plan Evidence of engagement	Commissioning
Sufficiency EDI action plan	June 2024	Agreed EDI Objectives and actions	Commissioning
Strategy implementation plans	Ongoing	Implementation in line with agreed timescales	Corporate Parenting and Commissioning

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
Phil Evans	Chief Officer	22 May 2024
Date impact assessment completed		May 2024

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: