

## EIA Sufficiency Strategy Update 2023-24

Question	Answer
Did you use the EIA Screening Tool? (Delete as applicable)	<u>Yes</u> / <del>No</del>

### 1. Explaining the matter being assessed

Question	Answer
What policy, function or service change are you assessing?	<p>Surrey County Council's Corporate Parenting Sufficiency Strategy 2020-25 is being updated to reflect national and local changes and developments. The strategy focusses on sufficiency of fostering, residential and supported accommodation provision in Surrey.</p> <p>"Sufficiency" means having enough of the right accommodation and services, in the right places to effectively support Surrey's children, young people and families, thinking about the quality of those services and whether they are making a positive difference to the lives of children, young people and families. We often call these positive differences "outcomes". Key areas of development include:</p> <ul style="list-style-type: none"><li>• Fostering</li><li>• Residential</li><li>• Supported Accommodation</li><li>• Houses of Multiple Occupancy</li><li>• Implementation of No Wrong Door</li></ul>

# Equality Impact Assessment

Question	Answer
<b>Why does this EIA need to be completed?</b>	<p>The EIA screening tool indicated that an assessment needs to be completed. The sufficiency strategy fundamentally impacts on several protected characteristics and is of high public profile.</p> <p>Strategies for addressing sufficiency of placements for children looked after have a direct impact on some of the most vulnerable children and young people in Surrey. A careful consideration of the potential impact of proposed changes in view of each protected characteristic is therefore required.</p> <p>Sufficiency strategies may also impact on Surrey County Council's foster carers, kinship carers, residential children's home staff and centrally based staff in children's services. The potential impact on the workforce is also considered to ensure a fair and inclusive working environment as set out in the Equality Act 2010.</p>
<b>Who is affected by the proposals outlined above?</b>	<p>The proposals outlined in the Sufficiency Strategy Update affect the following stakeholders:</p> <ul style="list-style-type: none"><li>• Children looked after (aged 0 -17)</li><li>• Care Leavers (aged 18 - 25)</li><li>• Unaccompanied asylum-seeking children and care leavers (aged 0 - 25)</li><li>• Children with disabilities</li><li>• Families of children looked after</li><li>• Foster carers</li><li>• Kinship carers</li><li>• Children's services staff</li></ul>

# Equality Impact Assessment

Question	Answer
<p><b>How does your service proposal support the outcomes in <a href="#">the Community Vision for Surrey 2030</a>?</b></p>	<p>The Sufficiency Strategy is aligned to Surrey's Community Vision for 2030 with a commitment to promoting the ambitions, in particular that:</p> <ul style="list-style-type: none"><li>▪ Children and young people are safe and feel safe and confident.</li><li>▪ Everyone lives healthy, active and fulfilling lives, and makes good choices about their wellbeing.</li><li>▪ Everyone gets the health and social care support and information they need at the right time and place.</li><li>▪ Communities are welcoming and supportive, especially of those most in need, and people feel able to contribute to community life.</li> <li>▪ Residents live in clean, safe and green communities, where people and organisations embrace their environmental responsibilities.</li><li>▪ Everyone has a place they can call home, with appropriate housing for all.</li></ul>
<p><b>Are there any specific geographies in Surrey where this will make an impact?</b></p>	<p>The impact will be Countywide, however, there will be areas more suitable for additional provision being planned, such as in residential areas with good transport links.</p>

# Equality Impact Assessment

Question	Answer
<p><b>Briefly list what evidence you have gathered on the impact of your proposals</b>  <i>(This could include any qualitative or quantitative data to support your analysis, such as surveys, focus groups, service monitoring, national and local datasets, reports, etc.)</i></p>	<ul style="list-style-type: none"> <li>• <u>Feedback from care experienced young people in Surrey</u> via the Sufficiency Strategy, Permanency and Independent Visitor Review – Young People’s Views (surveys conducted by the User Voice Participation Team, Feb 2023) and The Big Surveys conducted annually.</li> <li>• <u>Analysis of Surrey data</u> held on databases including LCS, tableau, internal spreadsheets managed by the Data &amp; Analysis Team.</li> <li>• <u>National datasets</u> provided by the Department for Education for benchmarking against other local authority areas.</li> <li>• <u>Key sufficiency data</u> from the SouthCentral frameworks for Independent Fostering Agencies and Residential Children’s Care.</li> <li>• <u>Market engagement</u> with Independent Fostering Agencies and providers of Residential Children’s Homes and Supported Accommodation.</li> <li>• <u>National drivers, legislation and published research</u> including The Children’s Commissioner: The children who no-one knows what to do with (2020); Newgate Research: The Local Government Association Children’s Homes Research (2021); Narey, M: Residential Care in England: Report of Sir Martin Narey’s independent review of children’s residential care ((2016); McAllister: Independent care review (2022); DfE: Promoting the education of looked-after children and previously looked-after children Statutory guidance for local authorities (2015); Department for Children, Schools and Families: Sufficiency: Statutory guidance on securing sufficient accommodation for looked after children (2010). CMA (2022)</li> </ul>

## 2. Service Users / Residents

There are 10 protected characteristics to consider in your proposal. These are:

1. Age including younger and older people
2. Disability
3. Gender reassignment
4. Pregnancy and maternity
5. Race including ethnic or national origins, colour or nationality
6. Religion or belief including lack of belief
7. Sex
8. Sexual orientation
9. Marriage/civil partnerships
10. Carers protected by association

Though not included in the Equality Act 2010, Surrey County Council recognises that socio-economic disadvantage is a significant contributor to inequality across the County and therefore regards this as an additional factor.

Therefore, if relevant, you will need to include information on this. Please **refer to the EIA guidance** if you are unclear as to what this is.

# Equality Impact Assessment

## 1. Age

Question	Answer
<p><b>What information (data) do you have on affected service users/residents with this characteristic?</b></p>	<p>Details on the service users/residents that could be affected. Try and be as specific as possible.</p> <p>The Sufficiency Strategy and Sufficiency Strategy Update focus on sufficiency of placements for children under the age of 18, but also addresses sufficiency of supported accommodation placements that impacts on availability of placements for care leavers aged 18 – 25.</p> <p>The Sufficiency Strategy will directly impact 1048 children looked after and 260 care leavers currently placed in supported accommodation provision. An overview of the proportion of children within each age range is detailed in the Strategy, with some noteworthy developments for particular age groups becoming evident since the Sufficiency Strategy was published in 2020 outlined in more detail in the table below.</p>
<p><b>Impacts</b> (Delete as applicable)</p>	<p><i>Both</i></p>

Impacts identified	Supporting evidence	How will you maximise positive/minimise negative impacts?	When will this be implemented by?	Owner
<p><u>Positive impact age 0 – 17: increase in the number of placements</u> in Surrey for all children looked after</p>	<p>As of Oct 22, 49.3% of children looked after are placed out of county</p>	<p>Enhance positive impact by working with providers and carers to secure placements for Surrey children, e.g. options for block booking as well as quality assuring new provision.</p>	<p>2020 - 2025</p>	<p>Head of Commissioning – Corporate Parenting</p> <p>Assistant Director – Children’s Resources</p>

# Equality Impact Assessment

Impacts identified	Supporting evidence	How will you maximise positive/minimise negative impacts?	When will this be implemented by?	Owner
<p><u>Positive impact age 0 – 17: Increased choice of placements and wider range of placement options for all children looked after</u></p>	<p>Sufficiency challenges currently result in 20% of placement searches not resulting in the exact placement type originally being sought</p>	<p>Enhance positive impact by identifying existing gaps in provision, projected demand and developing in-house provision to meet these needs or steering providers to create provision to address identified gaps.</p>	<p>2020 - 2025</p>	<p>Head of Commissioning – Corporate Parenting  Assistant Director – Children’s Resources</p>
<p>Consider potential for disproportionate impact on <u>older family members</u>: Kinship carers of children looked after as well as <u>older foster carers</u></p>	<p>SCC has seen a 30% increase for kinship fostering (extended family) over the past year  A proportion of kinship carers as well as foster carers are approaching or at retirement age.</p>	<p>Review and recommission (if needed) support services and arrangements for kinship carers to enable children looked after to remain living within the extended family and family setting with foster families.</p>	<p>2020 - 2025</p>	<p>Head of Commissioning – Corporate Parenting  Assistant Director – Children’s Resources</p>
<p>Consider impact of increased parent and child assessment placements on the <u>0-3 age group</u></p>	<p>21% increase in children aged 0 – 3 looked after in the past year, consistent with national trends. Increase is attributed in part to demand for assessments during the Covid pandemic with a proportion of the children</p>	<p>Seek to increase sufficiency and choice of placements in county and ensure high quality of this provision.  Increase placement choice across fostering, community and residential placements for parent and child assessments.</p>	<p>2020 - 2025</p>	<p>Head of Commissioning – Corporate Parenting  Assistant Director – Children’s Resources</p>

# Equality Impact Assessment

Impacts identified	Supporting evidence	How will you maximise positive/minimise negative impacts?	When will this be implemented by?	Owner
	being on an interim care order during placement.			
<p><u>Positive impact ages 16+</u> Implementation of Surrey's new Dynamic Purchasing Vehicle, joining Commissioning Alliance, incorporation of Outcome Star across providers not currently utilising an evidence-based tool to monitor the progress of young people and the introduction of Ofsted's minimum standards for semi-independent provision (currently in consultation)</p>	<p>There are 160 children looked after and 250 care leavers placed in semi-independent provision as of Oct 22.</p>	<p>Joining Commissioning Alliance for semi-independent provision. To meet SCC standards, providers will be encouraged to become accredited - quality stage 3.</p> <p>Quarterly contract monitoring process implemented by Gateway to Resource.</p> <p>Introduction of Outcome Star across all semi-independent provision to evidence work carried out by providers to support/review young people's progress and inform contract monitoring process.</p>	<p>Implemented fully by 01/04/22</p>	<p>Head of Commissioning – Corporate Parenting</p> <p>Head of Service – Gateway to Resources</p>

Question	Answer
<p><b>What other changes is the council planning/already in place that may affect the same groups of residents? Are there any dependencies decisions makers need to be aware of</b></p>	<ul style="list-style-type: none"> <li>• Fostering workstreams</li> <li>• Residential in-house developments</li> <li>• Supported accommodation new dynamic purchasing vehicle</li> <li>• Implementation of No Wrong Door and Early Help models</li> <li>• Implementation of Family Safeguarding model</li> </ul>



# Equality Impact Assessment

Question	Answer
<b>Any negative impacts that cannot be mitigated? Please identify impact and explain why</b>	No negative impacts identified that cannot be mitigated

# Equality Impact Assessment

## 2. Disability

Question	Answer
<p><b>What information (data) do you have on affected service users/residents with this characteristic?</b></p>	<p>Details on the service users/residents that could be affected. Try and be as specific as possible.</p> <p>Of the 1048 children looked after, 14% have a disability. In addition, of the 780 care leavers and unaccompanied asylum-seeking young people aged 18 – 25, 2% have a disability.</p> <p>Although overall numbers of children with disabilities have decreased, specific areas of need are seeing increases, which will impact on the type(s) of provision and support offers SCC will require in the coming years. These areas are:</p> <ul style="list-style-type: none"> <li>• A higher percentage of children with disabilities with a hearing impairment</li> <li>• Increases in children with disabilities with behavioural difficulties, a diagnosis of ASD/autism, or impaired mobility.</li> </ul>
<p><b>Impacts</b> (Delete as applicable)</p>	<p><u>Positive</u></p>

Impacts identified	Supporting evidence	How will you maximise positive/minimise negative impacts?	When will this be implemented by?	Owner
<p><u>Positive impact children with disabilities</u> who are looked after: increased choice and provision in county</p>	<p>As of Oct 22, 49.3% of children looked after are placed out of county</p> <p>Sufficiency challenges currently result in 20% of placement searches not resulting in the exact</p>	<p>SCC will continue to monitor trends and projected demand to plan provision in county to meet identified needs.</p> <p>Work is underway to develop an enhanced fostering offer to increase placement choice</p>	<p>2020 - 2025</p>	<p>Head of Commissioning – Corporate Parenting</p> <p>Assistant Director – Children’s Resources</p>

# Equality Impact Assessment

Impacts identified	Supporting evidence	How will you maximise positive/minimise negative impacts?	When will this be implemented by?	Owner
	placement type originally being sought	<p>for children with disabilities, as well as developing specialist residential provision and semi-independent provision / houses of multiple occupancy.</p> <p>SCC plans to extend the offer for children with disabilities to ensure more children with complex needs are supported closer to home.</p>		
<p><u>Positive impact children with disabilities</u> - development of additional specialist provision for children with disabilities and children with a diagnosis of ASD</p>	<p>Of the children looked after, disabilities with the highest prevalence are Learning Disabilities, ASD/Autism, Communication and Behavioural.</p>	<p>By identifying specific gaps in provision and future trends, SCC is able to develop additional specialist provision to meet the needs of the children and young people in county</p>	<p>2020 - 2025</p>	<p>Head of Commissioning – Corporate Parenting</p> <p>Assistant Director – Children’s Resources</p>

## Equality Impact Assessment

Question	Answer
<b>What other changes is the council planning/already in place that may affect the same groups of residents? Are there any dependencies decisions makers need to be aware of</b>	<ul style="list-style-type: none"><li>• Fostering workstreams</li><li>• Residential in-house developments</li><li>• Implementation of No Wrong Door and Early Help models</li><li>• Family Safeguarding Model</li><li>• Integration of CCG and Surrey County Council</li><li>• Surrey County Council's all ages autism strategy</li><li>• Special Educational Needs developments for maintained schools</li></ul>

Question	Answer
<b>Any negative impacts that cannot be mitigated? Please identify impact and explain why</b>	No negative impacts identified that cannot be mitigated

# Equality Impact Assessment

## 2. Gender Reassignment

Question	Answer
What information (data) do you have on affected service users/residents with this characteristic?	<p>Details on the service users/residents that could be affected. Try and be as specific as possible.</p> <p>Individual children looked after and care leavers may have experienced or be in the process of gender reassignment.</p>
Impacts (Delete as applicable)	<i>Both</i>

Impacts identified	Supporting evidence	How will you maximise positive/minimise negative impacts?	When will this be implemented by?	Owner
What impacts have you identified?	What are you basing this on?	Actions to mitigate or enhance impacts	Due date	<i>Who is responsible for this?</i>
<u>Positive impact</u> of increasing placement choice within Surrey for children looked after, including those who may undergo gender re-assignment	Each young person's needs in terms of their protected characteristic will be considered on a case-by-case basis.	SCC will continue to monitor trends and projected demand to plan provision in county to meet identified needs.	2020 - 2025	<p>Head of Commissioning – Corporate Parenting</p> <p>Assistant Director – Children's Resources</p>

# Equality Impact Assessment

Impacts identified	Supporting evidence	How will you maximise positive/minimise negative impacts?	When will this be implemented by?	Owner
Consider impact of increasing single gender provision on children and young people who have experienced or may undergo gender re-assignment in future	Each young person's needs in terms of their protected characteristic will be considered on a case-by-case basis.	SCC will ensure that commissioning placements on a case-by-case basis considers gender reassignment as protected characteristics	2020 - 2025	Head of Service – Gateway to Resources  Assistant Director – Children's Resources

Question	Answer
<p><b>What other changes is the council planning/already in place that may affect the same groups of residents?</b></p> <p><b>Are there any dependencies decisions makers need to be aware of</b></p>	<ul style="list-style-type: none"> <li>• Fostering workstreams</li> <li>• Residential in-house developments</li> <li>• Implementation of No Wrong Door and Early Help models</li> <li>• Family Safeguarding Model</li> <li>• Integration of CCG and Surrey County Council</li> </ul>

Question	Answer
<p><b>Any negative impacts that cannot be mitigated? Please identify impact and explain why</b></p>	No negative impacts identified that cannot be mitigated

# Equality Impact Assessment

## Pregnancy & Maternity

Question	Answer
<p><b>What information (data) do you have on affected service users/residents with this characteristic?</b></p>	<p>Details on the service users/residents that could be affected. Try and be as specific as possible.</p> <p>Provision addressed in the sufficiency strategy will include placements for both looked after young people and care leavers who are parents or pregnant, as well as children in parenting assessment placements and parent and child foster or residential placements.</p> <p>A small proportion of looked after young people may also be pregnant or parents themselves.</p>
<p><b>Impacts</b> (Delete as applicable)</p>	<p><u>Positive</u></p>

Impacts identified	Supporting evidence	How will you maximise positive/minimise negative impacts?	When will this be implemented by?	Owner
<p>Consider impact of increased parent and child assessment placements during maternity</p>	<p>Increase in demand for residential parenting assessments during the Covid pandemic.</p>	<p>Surrey's Family Safeguarding Model and Early Help Models increase the proportion of children able to remain living with their family, thereby reducing the proportion of children becoming looked after.</p> <p>Increase sufficiency and choice of placements in</p>	<p>2020 - 2025</p>	<p>Head of Commissioning – Corporate Parenting</p> <p>Assistant Director – Children's Resources</p>

# Equality Impact Assessment

Impacts identified	Supporting evidence	How will you maximise positive/minimise negative impacts?	When will this be implemented by?	Owner
		<p>county and ensure high quality of this provision.</p> <p>Increase placement choice across fostering, community and residential placements for parent and child assessments.</p>		

Question	Answer
<p><b>What other changes is the council planning/already in place that may affect the same groups of residents?</b></p> <p><b>Are there any dependencies decisions makers need to be aware of</b></p>	<ul style="list-style-type: none"> <li>• Implementation of Early Help models</li> <li>• Family Safeguarding Model</li> <li>• Fostering workstreams</li> <li>• Residential in-house developments</li> <li>• Integration of CCG and Surrey County Council</li> </ul>

Question	Answer
<p><b>Any negative impacts that cannot be mitigated? Please identify impact and explain why</b></p>	<p>No negative impacts identified that cannot be mitigated</p>



# Equality Impact Assessment

## Race including ethnic or national origins, colour or nationality

Question	Answer
<b>What information (data) do you have on affected service users/residents with this characteristic?</b>	<p>Details on the service users/residents that could be affected. Try and be as specific as possible.</p> <p>The Sufficiency Strategy Update focuses on sufficiency of placements for children looked after and care leavers. Ethnicity of the Children Looked After population in Surrey is: 67% White British, 8.5% Mixed Race, 9% Asian, 5% Black, 4% White Other, 3% Other, 1% Traveller, 1% Chinese.</p>
<b>Impacts</b> (Delete as applicable)	<u>Both</u>

Impacts identified	Supporting evidence	How will you maximise positive/minimise negative impacts?	When will this be implemented by?	Owner
What impacts have you identified?	What are you basing this on?	Actions to mitigate or enhance impacts	Due date	<i>Who is responsible for this?</i>
<u>Positive impact on children looked after from black and minority ethnic backgrounds</u>	Published research has noted the importance of culturally appropriate placements, particularly for children in foster care (Ofsted, 2019)	<p>SCC focus on recruiting more foster carers from diverse ethnic and national origins.</p> <p>Work to enhance placement choice across supported accommodation and residential children's homes placements.</p>	2020 - 2025	<p>Service Manager – Fostering</p> <p>Head of Commissioning – Corporate Parenting</p> <p>Assistant Director – Children's Resources</p>

# Equality Impact Assessment

Impacts identified	Supporting evidence	How will you maximise positive/minimise negative impacts?	When will this be implemented by?	Owner
<p>Consider impact of sufficiency strategy and development of HMOs on unaccompanied asylum-seeking young people</p>	<p>SCC seeks to enable Surrey care leavers and Unaccompanied Asylum-Seeking Children (UASC) to access Houses of Multiple Occupation (HMOs) as a new pathway to independent living, to gain the skills for independent living in Surrey.</p> <p>Unaccompanied asylum seeking children, including young people aged 18 – 25 may be overrepresented in this type of accommodation, compared to other care leavers.</p>	<p>Maximise positive impact by ensuring high quality and choice of provision in locations across the County.</p> <p>SCC have a dedicated UASC social work team in order to mitigate impact wherever possible.</p>	<p>2020 - 2025</p>	<p>Head of Commissioning – Corporate Parenting</p>

# Equality Impact Assessment

Impacts identified	Supporting evidence	How will you maximise positive/minimise negative impacts?	When will this be implemented by?	Owner
<p>Consider implications on placement choice for unaccompanied asylum-seeking young people with no recourse to public funds</p>	<p>As of September 2022 there were 155 Unaccompanied Asylum Seeker Children in the care of Surrey County Council.</p> <p>Of these young people, 20 currently have no recourse to public funds. This impacts on the ability to claim for housing benefit and therefore on accommodation options.</p>	<p>Strengthen integrated pathway from Supported Accommodation to independence (dependant on individual circumstances) for Care leavers and UASC post-18.</p> <p>SCC have a dedicated UASC social work team in order to mitigate impact wherever possible.</p>	<p>2020 - 2025</p>	<p>Head of Commissioning – Corporate Parenting</p> <p>Assistant Director – SW</p>

Question	Answer
<p><b>What other changes is the council planning/already in place that may affect the same groups of residents?</b></p> <p><b>Are there any dependencies decisions makers need to be aware of</b></p>	<ul style="list-style-type: none"> <li>• Development of Houses of Multiple Occupancy</li> <li>• Introduction of Accreditation for Supported Accommodation providers</li> <li>• Integration of Outcomes Star to measure young people’s progress in Supported Accommodation provision</li> <li>• Implementation of Early Help models</li> <li>• Family Safeguarding Model</li> <li>• Fostering workstreams</li> <li>• Residential in-house developments</li> </ul>

# Equality Impact Assessment

Question	Answer
Any negative impacts that cannot be mitigated? Please identify impact and explain why	No negative impacts identified that cannot be mitigated

## Sex

Question	Answer
What information (data) do you have on affected service users/residents with this characteristic?	<p>Details on the service users/residents that could be affected. Try and be as specific as possible.</p> <p>Of the children looked after 57% are male and 43% are female. There has been an increase in females becoming looked after due to mental health needs.</p>
Impacts (Delete as applicable)	<u>Positive</u>

Impacts identified	Supporting evidence	How will you maximise positive/minimise negative impacts?	When will this be implemented by?	Owner
What impacts have you identified?	What are you basing this on?	Actions to mitigate or enhance impacts	Due date	Who is responsible for this?
<u>Positive impact</u> for females: SCC looking to develop additional provision in line with increasing proportions of females in care.	Overall, there has been a 2% decrease in the proportion of females (43%) compared to males	Alongside work to develop mixed gender provision for increased capacity and choice, SCC will look to develop single gender homes	2020 - 2025	Head of Commissioning – Corporate Parenting

# Equality Impact Assessment

Impacts identified	Supporting evidence	How will you maximise positive/minimise negative impacts?	When will this be implemented by?	Owner
	<p>(57%) in the past year. For the 16-17 year old age group the proportion of females has increased from 38% to 43% in the same period.</p> <p>SCC have also seen an increase in referrals for females due to mental health needs.</p>	<p>in residential and supported accommodation.</p> <p>SCC will also look to develop more provision for females with delicate mental health, including placements for young people who may have required in-patient hospital care.</p>		<p>Assistant Director – Children’s Resources</p>
<p><u>Consider impact</u> for males</p>	<p>Males remain overrepresented in the population of children looked after (57%) and particularly UASC (89% for under 18 year old’s)</p>	<p>Alongside work to develop mixed gender provision for increased capacity and choice, SCC will look to develop single gender homes in residential and supported accommodation.</p> <p>SCC will also look to develop more provision for females with delicate mental health, including placements for young people who may have required in-patient hospital care.</p>	<p>2020 - 2025</p>	<p>Head of Commissioning – Corporate Parenting</p> <p>Assistant Director – Children’s Resources</p>

# Equality Impact Assessment

Question	Answer
<b>What other changes is the council planning/already in place that may affect the same groups of residents? Are there any dependencies decisions makers need to be aware of</b>	<ul style="list-style-type: none"><li>• SCCs Hope Service (multi-agency service for 11-18 year olds who are experiencing complex mental health, emotional, social and behavioural needs)</li><li>• Implementation of Early Help models</li><li>• Family Safeguarding Model</li><li>• Fostering workstreams</li><li>• Residential in-house developments</li><li>• Integration of CCG and Surrey County Council</li><li>• SCC All Ages Autism Strategy</li></ul>

Question	Answer
<b>Any negative impacts that cannot be mitigated? Please identify impact and explain why</b>	No negative impacts identified that cannot be mitigated

# Equality Impact Assessment

## Carers Protected by Association

Question	Answer
What information (data) do you have on affected service users/residents with this characteristic?	<p>Details on the service users/residents that could be affected. Try and be as specific as possible.</p> <p>There are approximately 190 in house Foster Carers and approximately 100 Kinship Carers in Surrey currently who may be protected by association.</p>
Impacts (Delete as applicable)	<u>Positive</u>

Impacts identified	Supporting evidence	How will you maximise positive/minimise negative impacts?	When will this be implemented by?	Owner
What impacts have you identified?	What are you basing this on?	Actions to mitigate or enhance impacts	Due date	Who is responsible for this?
Positive impact – Developments and improvements in SCC run in-house fostering to benefit foster carers	<p>28 foster families are now being supported as part of the Mockingbird model.</p> <p>Peer review of fostering in November 2021 highlighted areas for improvement and action plan now in place.</p>	<p>Mockingbird programme, which totals 37 Looked After children being supported by this model and 28 foster families</p> <p>Service development action plan now in place to support the development of in-house fostering services.</p>	2020 - 2025	<p>Service Manager – Fostering</p> <p>Assistant Director – SW</p>

# Equality Impact Assessment

Impacts identified	Supporting evidence	How will you maximise positive/minimise negative impacts?	When will this be implemented by?	Owner
Positive impact – improving support for extended family carers	SCC has seen a 30% increase for kinship fostering (extended family).	SCC has reviewed and is recommissioning its kinship support offer, as well as developing proposals to better support carers who wish to take out special guardianship orders to provide permanence for looked after children	2020 - 2025	Head of Commissioning – Corporate Parenting  Assistant Director – Children’s Resources

Question	Answer
<p><b>What other changes is the council planning/already in place that may affect the same groups of residents?</b></p> <p><b>Are there any dependencies decisions makers need to be aware of</b></p>	<ul style="list-style-type: none"> <li>• Fostering workstreams</li> <li>• Implementation of No Wrong Door and Early Help models</li> <li>• Family Safeguarding Model</li> </ul>

Question	Answer
<p><b>Any negative impacts that cannot be mitigated? Please identify impact and explain why</b></p>	<p>No negative impacts identified that cannot be mitigated</p>



## 4. Amendments to the proposals

CHANGE	REASON FOR CHANGE
Improved understanding and consideration of how the needs of children with a range of protected characteristics will be addressed through the implementation of SCC's Sufficiency Strategy.	To enable better outcomes for looked after children and care leavers in Surrey, in support of SCC's statutory duties as corporate parents.

## 5. Recommendation

Based your assessment, please indicate which course of action you are recommending to decision makers. You should explain your recommendation below.

Outcome Number	Description	Tick
Outcome One	<b>No major change to the policy/service/function required.</b> This EIA has not identified any potential for discrimination or negative impact, and all opportunities to promote equality have been undertaken	X
Outcome Two	<b>Adjust the policy/service/function</b> to remove barriers identified by the EIA or better advance equality. Are you satisfied that the proposed adjustments will remove the barriers you identified?	
Outcome Three	<b>Continue the policy/service/function</b> despite potential for negative impact or missed opportunities to advance equality identified. You will need to make sure the EIA clearly sets out the justifications for continuing with it. You need to consider whether there are: <ul style="list-style-type: none"> <li>• Sufficient plans to stop or minimise the negative impact</li> <li>• Mitigating actions for any remaining negative impacts</li> </ul> plans to monitor the actual impact.	
Outcome Four	<b>Stop and rethink</b> the policy when the EIA shows actual or potential unlawful discrimination  (For guidance on what is unlawful discrimination, refer to the <a href="#">Equality and Human Rights Commission's guidance and Codes of Practice on the Equality Act</a> concerning employment, goods and services and equal pay).	



# Equality Impact Assessment

Question	Answer
<b>Confirmation and explanation of recommended outcome</b>	Outcome 1 – Overall this strategy is about increasing the options that enable Surrey’s looked after children and care to live in and contribute to local communities across the county. By enabling children to live locally (where this is appropriate to their needs and circumstances) SCC and its partners are able provide the best coordinated holistic support, enabling improvements in outcomes. Whilst this EIA has highlighted important considerations that need to be and are being addressed through the ongoing work around SCC’s Sufficiency Strategy, no negative impacts that cannot be mitigated have been identified.

## 6a. Version control

Version Number	Purpose/Change	Author	Date
1.0	Original draft	Jenine Brister	19/12/2023
1.1	Review ahead of resubmission	Chris Tisdall	21/12/2023

The above provides historical data about each update made to the Equality Impact Assessment. Please do include the name of the author, date and notes about changes made – so that you are able to refer back to what changes have been made throughout this iterative process. For further information, please see the EIA Guidance document on version control.

## 6b. Approval

Approved by*	Date approved
Head of Service	18/11/2022
Executive Director	06/01/2023
Cabinet Member	16/01/2023
Directorate Equality Group	23/11/2022

<b>EIA Author</b>	Jessica Sandler
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\*Secure approval from the appropriate level of management based on nature of issue and scale of change being assessed.

## 6c. EIA Team

<b>Name</b>	<b>Job Title</b>	<b>Organisation</b>	<b>Team Role</b>
Jenine Brister	Commissioning Manager	Surrey County Council	Lead author
Chris Tisdall	Head of Commissioning – Corporate Parenting	Surrey County Council	Review

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