

EIA Coming Home Project 2021-2022

Question	Answer
Did you use the EIA Screening Tool? (Delete as applicable)	<u>Yes</u>

1. Explaining the matter being assessed

Question	Answer
What policy, function or service change are you assessing?	The Coming Home Project is for children and young people who have an EHCP and are looked after, residing in out of county placements. Surrey will look to move into county where possible and where it is appropriate to meet the needs of the individual children and young people. This is in line with Surrey's Community Vision - people live healthy and fulfilling lives, are enabled to achieve their full potential and contribute to their community, and no one is left behind.
Why does this EIA need to be completed?	<p>The EIA screening tool indicated that an assessment needs to be completed. The Coming Home Project fundamentally impacts on several protected characteristics and is of high public profile.</p> <p>Strategies for addressing Coming Home Project for children looked after with an EHCP 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>Coming Home Project strategies may also impact on Surrey County Council's foster carers, residential children's home staff and centrally based staff in children's services. The potential impact on the workforce is considered to ensure a fair and inclusive working environment as set out in the Equality Act 2010.</p>
Who is affected by the proposals outlined above?	<p>The proposals outlined in the Coming Home Project affect the following stakeholders:</p> <ul style="list-style-type: none"> • Children looked after with an EHCP (aged 10 -17) • Children with disabilities • Families of children looked after



Equality Impact Assessment

Question	Answer
	<ul style="list-style-type: none"> • Kinship carers • Foster carers • Residential Care staff • Children’s services staff
<p>How does your service proposal support the outcomes in the Community Vision for Surrey 2030?</p>	<p>The Coming Home Project is aligned to Surrey’s Community Vision for 2030 with a commitment to promoting the ambitions, that:</p> <ul style="list-style-type: none"> ▪ Children and young people are safe and feel safe and confident. ▪ Everyone lives healthy, active, and fulfilling lives, and makes good choices about their wellbeing. ▪ Everyone gets the health and social care support and information they need at the right time and place. ▪ Communities are welcoming and supportive, especially of those most in need, and people feel able to contribute to community life. ▪ Residents live in clean, safe, and green communities, where people and organisations embrace their environmental responsibilities. ▪ Everyone has a place they can call home, with appropriate housing for all.
<p>Are there any specific geographies in Surrey where this will make an impact?</p>	<p>There will be an impact countywide, however there will be areas more suitable for children to return to Surrey due to additional provision being planned and where homes and education provision can be easily accessed. Along with good transport links.</p> <p>Recent research shows children in the UK’s poorest communities are over 10 times more likely to enter the care system than those from the wealthiest areas. Roughly one in every 60 children in the most deprived communities was in care compared to one in every 660 in the least deprived. Each 10% increase in deprivation rates saw a 30% rise in a child’s chances of entering care.</p> <p>In Surrey, the Index of Multiple Deprivation 2019 shows how Surrey ranked in England. (Out of 32,844 where 1 is most deprived)</p>

Equality Impact Assessment

Question	Answer
	<ul style="list-style-type: none"> • Ward HOOLEY, Merstham and Netherne (Reigate and Banstead) ranked 4800 in England and in the 10%-20% most deprived • Ward Canalside (Woking) ranked 5986 in England and in the 10%-20% most deprived • Ward Westborough (Guildford) ranked in England and in the 10%-20% most deprived • Ward Stoke (Guildford) ranked in England and in the 10%-20% most deprived <p>There are currently 121 children with EHCP's homed in Surrey's Districts and Boroughs. The ages of the children and young people range from 4 years old to 17 years old. The largest cohort of children and young people with 69% are teenagers ranging from the age of 13 years to 17years old. Of the 121 children with EHCP's there are more male children 62% (75) than female children 38% (46). Guildford 17 % (21) and Woking 16% (19) have the largest number of children with EHCP's homed within the Surrey Boroughs.</p> <p>The Coming Home Project has currently identified 151 children and young people that could potentially be considered to move back to surrey. We need to be aware of the current demand on local services and the impact of the needs children and young people moving back to surrey will have on these services. Guildford and Woking boroughs will be of particular interest as they have the largest number of children with EHCP's, and we would need to consider the impact of increasing the demand on local services when returning children and young people to Surrey.</p> <p>Areas with increased risks of high crime rates or risks of CCE(Child Criminal Exploitation) or CSE (Child Sexual Exploitation) should be consider and migating action explained within providers location risk assessment. All new providers setting with have Location risk assessment reviewed by Ofsted and the local authority.</p>

Equality Impact Assessment

Question	Answer
<p>Briefly list what evidence you have gathered on the impact of your proposals <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"> • <u>Feedback from care experienced young people</u> in Surrey via the Sufficiency Strategy, Permanency, and Independent Visitor Review – Young People’s Views (surveys conducted by the User Voice Participation Team, July 2020) and The Big Surveys conducted annually. • <u>Analysis of Surrey data</u> held on databases including LCS, tableau, internal spreadsheets managed by the Data & Analysis Team. • <u>National datasets</u> provided by the Department for Education for benchmarking against other local authority areas. • <u>Key sufficiency data</u> from the SouthCentral frameworks for Independent Fostering Agencies and Residential Children’s Care. • <u>Market engagement</u> with Independent Fostering Agencies and providers of Residential Children’s Homes and Supported Accommodation. • <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: The Case for Change (2021); 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). • <u>Children in poorest areas '10 times more likely to enter care'</u> (communitycare.co.uk) • <u>cwip-executive-summary-final-v3.pdf</u> (coventry.ac.uk) • <u>file</u> (surreyheartlandscg.nhs.uk) • <u>Adopted and looked-after children - GOV.UK Ethnicity facts and figures</u> (ethnicity-facts-figures.service.gov.uk) • <u>Preventing unplanned pregnancy and improving preparation for parenthood for care-experienced young people.pdf</u> (coram.org.uk) • https://www.legislation.gov.uk/ukpga/1989/4

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
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>The Coming Home Project focuses on out of county placements for children between the age of 4-17.</p> <p>The Coming Home Project has identified 151 number of children and young people to be considered for the coming home Project. Not all 151 children and young people will be directly impacted only those that are found suitable homes and education in Surrey.</p>
Impacts (Delete as applicable)	Positive / Negative / <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>
<p>Access to Surrey services and communities.</p> <p>Positive impact age 0 – 17: increase in the number of placements in Surrey for all children looked after.</p>	As of July 2021, 47.5% of children looked after are placed out of county (for fostering 44.8%, for residential 68.6% and for Supported Accommodation 44.3%).	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.	2020 - 2025	Head of Service, Gateway to Resources

Equality Impact Assessment

Impacts identified	Supporting evidence	How will you maximise positive/minimise negative impacts?	When will this be implemented by?	Owner
<p>Positive impact age 0 – 17: Increased choice of placements and wider range of placement options for all children looked after.</p>	<p>Sufficiency challenges currently result in 18.61% 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</p>
<p>Positive impact ages 16+ 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 113 children looked after and 250 care leavers placed in semi-independent provision as of July 2021.</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 Service, Gateway to Resources</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 potential for disproportionate impact on older family members: Kinship carers of children looked after as well as older foster carers.</p>	<p>SCC has seen a 30% increase for kinship fostering (extended family) over the past year.</p> <p>A proportion of kinship carers as well as foster carers are approaching or at retirement age.</p>	<p>Positive impact for children looked after and their families and carers to remain living within the extended family and family setting with foster families.</p> <p>Also acknowledging potential impact for grandparents/older carers who may require support to manage additional caring responsibilities.</p>	<p>2020 - 2025</p>	<p>Head of Service, Gateway to Resources</p> <p>Service Manager - Fostering</p>

Equality Impact Assessment

Impacts identified	Supporting evidence	How will you maximise positive/minimise negative impacts?	When will this be implemented by?	Owner
Consider the impact on services for different age groups of children and young people	<p>Surrey currently has 70 looked after children aged 0-2 and 50 3-5 years olds in county placements</p> <p>116 young people age between 13 -15 years olds in county placements</p>	<p>SCC will continue to provide advisor support to providers and ensure links with virtual school and peeps are completed for lac in early years settings Also acknowledge the potential impact on health services</p> <p>SCC will continue to work with agencies and police to keep Children safe that are looked after. Surrey safeguarding children's partnerships Health and wellbeing boards</p>	2020 - 2025	<p>Head of Service, Gateway to Resources</p> <p>Head of Commissioning - Corporate Parenting</p>
Impact on services like transport shops, community services, library, and recreational venues and are they easily accessible.	116 young people age between 13 -15 years olds in county placements	Surrey homes for Surrey Children focus on increasing the numbers of our looked after children who are able to live within the county and close to their communities.	2020 - 2025	<p>Head of Service, Gateway to Resources</p> <p>Head of Commissioning - Corporate Parenting</p>

Equality Impact Assessment

Question	Answer
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	<ul style="list-style-type: none">• Fostering workstreams• Residential in-house developments• Supported accommodation new dynamic purchasing vehicle• Implementation of No Wrong Door and Early Help models

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

Equality Impact Assessment

2. Disability

Question	Answer
<p>What information (data) do you have on affected service users/residents with this characteristic?</p>	<p>Details on the service users/residents that could be affected. Try and be as specific as possible.</p> <p>Of the 996 children looked after, 12.75% have a disability. In addition, of the 777 care leavers and unaccompanied asylum-seeking young people aged 18 – 25, 2% have a disability. 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"> • A higher percentage of children with disabilities with a hearing impairment • Increases in children with disabilities with behavioural difficulties, a diagnosis of ASD/autism, or impaired mobility.
<p>Impacts (Delete as applicable)</p>	<p><u>Positive/Negative/Both</u></p>

Impacts identified	Supporting evidence	How will you maximise positive/minimise negative impacts?	When will this be implemented by?	Owner
<p>What impacts have you identified?</p>	<p>What are you basing this on?</p>	<p>Actions to mitigate or enhance impacts</p>	<p>Due date</p>	<p><i>Who is responsible for this?</i></p>
<p>Positive impact children with disabilities who are looked after: increased choice and provision in county.</p>	<p>As of July 2021, 47.5% of children looked after are placed out of county (for fostering 44.8%, for residential 68.6% and for Supported Accommodation 44.3%).</p>	<p>SCC will continue to monitor trends and projected demand to plan provision in county to meet identified needs.</p>	<p>2020 - 2025</p>	<p>Service Manager for SEND Education and Preparation for Adulthood Commissioning</p>

Equality Impact Assessment

Impacts identified	Supporting evidence	How will you maximise positive/minimise negative impacts?	When will this be implemented by?	Owner
	Sufficiency challenges currently result in 18.61% of placement searches not resulting in the exact placement type originally being sought.	<p>Work is underway to develop an enhanced fostering offer to increase placement choice 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>Head of Commissioning Corporate Parenting</p> <p>Head of Service, Gateway to Resources</p>
<p>Positive impact children with disabilities - 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 develop additional specialist provision to meet the needs of the children and young people in county.</p>	<p>2020 - 2025</p>	<p>Service Manager for SEND Education and Preparation for Adulthood Commissioning Head of Commissioning – Corporate Parenting</p>
<p>Consider the impact of moving a child/young person with special educational needs and/or disabilities.</p>	<p>Children and young people with special educational needs and/or disabilities may find transition or change difficult (including social/key relationships).</p>	<p>Sufficient transition planning and preparation for the child/young person. Liaison with the involved professionals on how best to</p>	<p>Ongoing</p>	<p>Social Worker SEND Case Officer Carers/family Education placement</p>

Equality Impact Assessment

Impacts identified	Supporting evidence	How will you maximise positive/minimise negative impacts?	When will this be implemented by?	Owner
	<p><i>“I keep feeling like I don't belong. I live in a house, but it doesn't feel like home. This is because I can be moved at any time and have been moved so many times. I have lived with 14 different families. I cannot wait to have my own place, so I know that I am stable for once.”</i></p> <p>Care leaver, 18</p>	<p>support the child/young person. Communication with the child/young person directly.</p>		<p>Involved professionals</p>
<p>Consider the impact of lack of sufficient capacity in place to support access to community health services</p>	<p>It is Surrey's vision that CYP are happy, healthy, safe, and confident in their future. CYP who have good mental health are more resilient, more likely to have positive relationships, are physically healthier, achieve more educationally and have better social outcomes. Following the Joint Surrey</p>	<p>A new alliance of NHS, national and local voluntary sector organisations has come together to deliver a transformed emotional wellbeing and mental health service for Surrey's children, young people, and families. It will provide a new and broader range of services for children and families and adopt the THRIVE</p>	<p>Phase one April-September 2021</p> <p>Phase two October 2021 – April 2022</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>EWMH Needs Assessment (2017) and the EWMH Strategy (2019), a new EWMH service was commissioned in April 2021</p>	<p>Framework developed by the Tavistock and Portman NHS Foundation Trust and the Anna Freud National Centre for Children and Families.</p> <p>SCC to work with CCG/ICP to develop plans to increase capacity in services and or existing through commissioning community health contracts.</p>	<p>2020-2025</p>	

Equality Impact Assessment

Question	Answer
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	<ul style="list-style-type: none">• Fostering workstreams• Residential in-house developments• Implementation of No Wrong Door and Early Help models• Family Safeguarding Model• Integration of CCG and Surrey County Council• Surrey County Council's all ages autism strategy• Special Educational Needs developments for maintained schools

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

Equality Impact Assessment

3. 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)	<u>Positive/Negative/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>
Positive impact of increasing placement choice within Surrey for children looked after, including those who may undergo gender re-assignment.	Even though detailed data does not exist in terms of their protected characteristic. We will continue to consider this 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 Service, Gateway to Resources</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 impact of increasing single gender provision on children and young people who have experienced or may undergo gender re-assignment in future.</p>	<p>Even though detailed data does not exist in terms of their protected characteristic. We will continue to consider this on a case-by-case basis.</p>	<p>SCC will ensure that commissioning placements on a case-by-case basis considers gender reassignment as protected characteristics.</p>	<p>2020 - 2025</p>	<p>Head of Service, Gateway to Resources Head of Commissioning Corporate Parenting</p>
<p>Consider the impact of carers' knowledge and understanding of gender reassignment and identity and how this will impact the support to young people.</p>	<p>Gender reassignment/identity may not be understood by all carer/keyworkers. Children and young people will benefit from being understood, accepted and supported by care givers (in relation to gender re-assignment).</p>	<p>Social Workers will ensure that carers/keyworkers are aware of the child's gender re-assignment and identify whether the carer/keyworker requires any additional support to understand this and support the child/young person. The Social Worker will seek advice from their line manager and any other relevant involved professionals (i.e., health professionals, therapists) on the appropriate action(s) to take in relation to this.</p>	<p>Ongoing</p>	<p>Social Worker Team Manager</p>

Equality Impact Assessment

Question	Answer
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	<ul style="list-style-type: none">• Fostering workstreams• Residential in-house developments• Implementation of No Wrong Door and Early Help models• Family Safeguarding Model• Integration of CCG and Surrey County Council

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

Equality Impact Assessment

4. Pregnancy & Maternity

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>Provision in the coming Home Project will include placements for both looked after young people who are parents or pregnant, as well as children in parenting assessment placements and parent and child foster or residential placements. A small proportion of looked after young people may also be pregnant or parents themselves.</p>
Impacts (Delete as applicable)	Positive/Negative/ <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>
Consider impact of increased parent and child assessment placements during maternity.	looked after children and care leavers are three times more likely to become mothers before the age of 18 than peers who have not experienced state care (Haydon, 2003). Increase in demand for residential parenting assessments during the	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.	2020 - 2025	Head of Service, Gateway to Resources 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
	Covid pandemic. Limited parent and child placements in Surrey, on framework and DPS.	<p>Increase sufficiency and choice of placements in 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>		
Consider the impact of a placement move on antenatal care/appointments.	<p>Young people who are pregnant will require regular, scheduled antenatal appointments.</p> <p><i>"I find it hard to maintain relationships including romantic and friendships because I might have to move away from them at any time without warning."</i></p> <p>Looked after child, 17</p>	<p>Young person to be registered with a local GP without delay to ensure antenatal appointments are not missed. The Social Worker will ensure that this has been actioned by care provider within 2 weeks of move date.</p>	Within 2 weeks	Social Worker Care Provider
Consider the impact of moving the maternal parent away from the paternal/other parent.	<p>Young people with a care background appear more likely to choose to continue with a pregnancy – even when it is not</p>	<p>Seek views, wishes and feelings of the young person. Discuss contact and involvement with the paternal/other parent.</p>	During/prior to placement search.	Social Worker

Equality Impact Assessment

Impacts identified	Supporting evidence	How will you maximise positive/minimise negative impacts?	When will this be implemented by?	Owner
	planned – than their non-care peers Young people who are pregnant may have preferences in relation to remaining close/maintaining contact with the unborn child's paternal/other parent and his support network/family.			

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

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

5. Race including ethnic or national origins, colour, or nationality

Question	Answer

Equality Impact Assessment

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>The Coming Home Project focuses on making in county placements available for Surrey's looked after children and young people. The ethnicity breakdown of the Children Looked After population in Surrey is: 72% White British, 9% Mixed Race, 7% Asian, 5% Black, 4% White Other, 2% Other, 1% Traveller, 1% Chinese.</p>
Impacts (Delete as applicable)	<ul style="list-style-type: none"> ✓ Positive ✓ Negative

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>
Positive impact on children looked after from black and minority ethnic backgrounds.	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 Service, Gateway to Resources</p> <p>Head of Commissioning Corporate Parenting</p>
Consider the impact of placing young people in particular geographical areas.	There is varying regional ethnic diversity across the country; 'the most ethnically diverse region in	Understand the needs of the children/young person and consider how these can met within the local community	2021-2025	Head of Service, Gateway to Resources

Equality Impact Assessment

Impacts identified	Supporting evidence	How will you maximise positive/minimise negative impacts?	When will this be implemented by?	Owner
	<p>England and Wales was London' (GOV.UK). The ethnicity breakdown of the Children Looked After population in Surrey is: 72% White British, 9% Mixed Race, 7% Asian, 5% Black, 4% White Other, 2% Other, 1% Traveller, 1% Chinese. <i>"I was forced onto a housing register in a borough where I do not feel safe. CL's rights should be allowed across all boroughs, not just the YPs originating borough. It's hard to find appropriate housing that is accessible for my needs."</i> Care leaver, 19</p>	<p>and its services and amenities.</p>		<p>Head of Commissioning Corporate Parenting</p>
<p>Consider the impact of placements are appropriately made to meet the cultural needs of CYP</p>	<p>The Children Act 1989 Guidance and Regulations (Volume 4: Fostering Services) state: "Foster carers should be informed,</p>	<p>SCC will continue to work to always enable children looked after to live with extended family or kinship members when possible. To</p>	<p>2020 - 2025</p>	<p>Head of Service, Gateway to 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>trained and confident about dealing with issues relating to gender, religion, ethnic origin, cultural background, linguistic background, nationality, disability or sexual orientation, and be able to involve external professional advice and support as necessary. They also need to be able to balance the individual needs, wishes and preferences of the individual child with those of others in the household” (DfE 2011:21).</p> <p>between 2015 and 2019: the number of looked-after children who were adopted went down by 33%, from 5,360 to 3,570</p> <p>the number of looked-after children from White and Mixed ethnic backgrounds who were adopted went down by 33%</p> <p>the number of Black looked-after children who</p>	<p>consider foster care as a first option of choice for all. A strong focus on recruiting more culturally diverse in-house foster carers and residential workers, investing strongly in their support and training</p> <p>SCC to continue to match placements to young people needs and take into consideration young people preferences.</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>were adopted went down by 50%</p> <p><i>“The one thing I would do differently is ensure that all CYP are getting their needs met and also CYP being matched with the best placements possible.”</i></p> <p>Care leaver, 18</p>			

Equality Impact Assessment

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

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

6 Religion or Belief including lack of belief

Question	Answer
<p>What information (data) do you have on affected service users/residents with this characteristic?</p>	<p>Details on the service users/residents that could be affected. Try and be as specific as possible.</p> <p>in January 2020, the following was added on the duty of the local authority under the Children Act 1989 to consider the wishes and feelings of any child in its care in decisions made about that child. This includes children under the age of 16 years. Consequently, should the wishes and feelings of a child be contrary to those of those with parental responsibility regarding the child's engagement with religious practices,</p>
<p>Impacts (Delete as applicable)</p>	<p><u>Positive</u></p>

Equality Impact Assessment

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>
Consider the impact of placements are appropriately made to meet the religious or lack of belief of CYP	under the Children Act 1989 to consider the wishes and feelings of any child in its care in decisions made about that child. This includes children under the age of 16 years. Consequently, should the wishes and feelings of a child be contrary to those of those with parental responsibility regarding the child's engagement with religious practices	SCC will ensure that commissioning placements on a case-by-case basis considers religious beliefs as protected characteristics.	2020 - 2025	Head of Service, Gateway to Resources Head of Commissioning Corporate Parenting
Consider the impact of the location of places of worship when conducting matching of placements.	Even though detailed data does not exist in terms of their protected characteristic. We will continue to consider this on a case-by-case basis.	SCC will ensure that commissioning placements on a case-by-case basis considers religious beliefs as protected characteristics.	2020 - 2025	Head of Service, Gateway to Resources Head of Commissioning Corporate Parenting
Consider the impact of carers' knowledge and understanding of religious beliefs or lack of and how this will impact the support to young people.	The Children Act 1989 Guidance and Regulations (Volume 4: Fostering Services) state: "Foster carers should be informed, trained and	SCC will ensure that commissioning placements on a case-by-case basis considers religious beliefs as protected characteristics.	2020 - 2025	Assistant Director – Looked After Children and Care Leavers

Equality Impact Assessment

Impacts identified	Supporting evidence	How will you maximise positive/minimise negative impacts?	When will this be implemented by?	Owner
	<p>confident about dealing with issues relating to gender, religion, ethnic origin, cultural background, linguistic background, nationality, disability or sexual orientation, and be able to involve external professional advice and support as necessary. They also need to be able to balance the individual needs, wishes and preferences of the individual child with those of others in the household” (DfE 2011:21).</p>	<p>Surrey to support carers to upskill and train in diversity.</p>		

Question	Answer
<p>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</p>	<ul style="list-style-type: none"> • Development of Houses of Multiple Occupancy • Fostering workstreams • Residential in-house developments

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

Equality Impact Assessment

7. 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 55% are male and 45% are female. There has been an increase in females becoming looked after due to mental health needs. We would expect the coming home list to reflect this data with more male children than female children.</p>
Impacts (Delete as applicable)	Positive

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>
Positive impact for females: SCC looking to develop additional provision in line with increasing proportions of females in care.	Overall, there has been a 1% increase in the proportion of females (45%) compared to males (55%) in the past year. For the 16–17-year-old age group the proportion of females has increased	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.	2020 - 2025	<p>Head of Service, Gateway to Resources</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>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>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>Consider impact for males.</p>	<p>Although there has been an increase in the proportion of females looked after, males remain overrepresented in the population of children looked after (55%) 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 Service, Gateway to Resources</p> <p>Head of Commissioning Corporate Parenting</p>
<p>Consider the impact on children and young people who identify as non-binary.</p>	<p>Some children and young people may identify as nonbinary (an umbrella term for gender identities that are neither male nor female).</p>	<p>The Social Worker will gain a clear understanding of how the child or young person identifies.</p> <p>Placements will describe how they will be able to support</p>	<p>2020 - 2025</p>	<p>Social Worker Placement</p>

Equality Impact Assessment

Impacts identified	Supporting evidence	How will you maximise positive/minimise negative impacts?	When will this be implemented by?	Owner
		the child/young person's identity.		

Question	Answer
<p>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</p>	<ul style="list-style-type: none"> • SCCs Hope Service (multi-agency service for 11–18-year-olds who are experiencing complex mental health, emotional, social and behavioural needs) • Implementation of Early Help models • Family Safeguarding Model • Fostering workstreams • Residential in-house developments • Integration of CCG and Surrey County Council • SCC All Ages Autism Strategy

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

Equality Impact Assessment

10. 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?
Developments in in-house fostering: positive impact foster carers.	28 foster families are now being supported as part of the Mockingbird model.	<p>Mockingbird programme, which totals 37 Looked After children being supported by this model and 28 fostering.</p> <p>Additional training opportunities for staff and carers, and thematic audits of provisions.</p>	2020 - 2025	Service Manager - Fostering

Equality Impact Assessment

Impacts identified	Supporting evidence	How will you maximise positive/minimise negative impacts?	When will this be implemented by?	Owner
Positive impact extended family carers.	SCC has seen a 30% increase for kinship fostering (extended family).	SCC will explore whether kinship placements could become permanent in time Support for kinship carers.	2020 - 2025	Service Manager - Fostering

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

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

4. Amendments to the proposals

CHANGE	REASON FOR CHANGE
What changes have you made because of this EIA?	Why have these changes been made?

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	No major change to the policy/service/function required. This EIA has not identified any potential for discrimination or negative impact, and all opportunities to promote equality have been undertaken	X
Outcome Two	Adjust the policy/service/function to remove barriers identified by the EIA or better advance equality. Are you satisfied that the proposed adjustments would remove the barriers you identified?	
Outcome Three	Continue the policy/service/function 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"> • Sufficient plans to stop or minimise the negative impact • Mitigating actions for any remaining negative impacts plans to monitor the actual impact. 	
Outcome Four	Stop and rethink the policy when the EIA shows actual or potential unlawful discrimination (For guidance on what is unlawful discrimination, refer to the Equality and Human Rights Commission's guidance and Codes of Practice on the Equality Act concerning employment, goods and services and equal pay).	

Question	Answer
Confirmation and explanation of recommended outcome	Please confirm which outcome you are recommending and explain the reasons for your recommendation

Equality Impact Assessment

6a. Version control

Version Number	Purpose/Change	Author	Date
1		Tracey Stokes, Kerry Baude	01.12.2021

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 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
Chris Tisdall, Head of Commissioning – Corporate Parenting	02.12.2021
Executive Director	
Cabinet Member	
Directorate Equality Group	

EIA Author	Tracey Stokes, Kerry Baude
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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

Name	Job Title	Organisation	Team Role
Tracey Stokes	Commissioning Officer	Surrey County Council	Corporate Parenting - Commissioning
Kerry Baude	Commissioning Officer	Surrey County Council	Corporate Parenting - Commissioning
James Atkins	Commissioning Manager	Surrey County Council	Corporate Parenting - Commissioning

If you would like this information in large print, Braille, on CD or in another language please contact us on:

Tel: 03456 009 009

Equality Impact Assessment

Textphone (via Text Relay): 18001 03456 009 009

SMS: 07860 053 465

Email: contactcentre@surreycc.gov.uk