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Tags & Notes

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Equality Impact Assessment and Consultation

Approved

Approved by Khan Bashir (CYPD)

Equality Impact Assessment

Introductory Information

Reference number

432

Proposal type Budget Project**Project name**

Sheffield Local Offer for Children & Young People Leaving Care

Decision Type**Type of decision**

- Cabinet
- Cabinet Committee (e.g. Cabinet Highways Committee)
- Leader
- Individual Cabinet Member
- Executive Director/Director
- Officer Decisions (Non-Key)
- Council (e.g. Budget and Housing Revenue Account)
- Regulatory Committees (e.g. Licensing Committee)

Lead Cabinet Member

Drayton Jackie (LAB-CLLR)

Entered on Q Tier Yes No**Year(s)****EIA date**

30/04/2018

EIA lead

Khan Bashir (CYPD)

EIA contact

Fletcher Kate

Lead officer

Dempsey Paul

Lead Corporate Plan priority

Tackling Inequalities

Portfolio, Service and Team

Cross Portfolio

Yes No

Portfolio

People Services

People Services service(s)

Children and Families

People Services team(s)

Leaving Care Service

Is the EIA joint with another organisation (eg NHS)?

No Yes

Brief aim(s) of the proposal and the outcome(s) you want to achieve

Through the Children and Social Work Act 2017, the Government introduced the requirement for local authorities to publish a 'Care Leaver Offer', which outlines the services for care leavers available within the local authority's area.

Sheffield City Council is producing an offer to Care Leavers that details the offer and package of support available to them, using the guidelines issued by the DfE and Children's Society.

In order to ensure that this offer meets the needs of care leavers in Sheffield, the Leaving Care Service is proposing to conduct a consultation with Care Leavers to ensure that the published offer for Sheffield meets the needs of care leavers in Sheffield as far as service budgets will practically allow.

The consultation will detail what is currently available to care leavers in Sheffield through the council as well as our partner agencies. It will invite opinion from care leavers on our proposed offer in the following areas: -

- Health and Wellbeing
- Relationships
- Education and training
- Employment
- Accommodation
- Participation in society

The current proposal is to not significantly or materially change the current offer to care leavers, but to produce an offer that draws together all care leaver entitlements into an easy format that is accessible to all care leavers in the city.

The Service aims to conduct the consult with young people and publish the offer by 30 December 2018.

Impact

Under the [Public Sector Equality Duty](#) we have to pay due regard to the need to:

- eliminate discrimination, harassment and victimisation
- advance equality of opportunity
- foster good relations

More information is available on the [Council website](#) including the [Community Knowledge Profiles](#).

Note the EIA should describe impact before any action/mitigation. If there are both negatives and positives, please outline these - positives will be part of any mitigation. The action plan should detail any mitigation.

Overview

**Overview (describe how the proposal helps to meet the Public Sector Duty outlined above),
Supporting Evidence (Please detail all your evidence used to support the EIA)**

We have undertaken an equality analysis in line with the requirements of the Public Sector Equality Duty. Through the Children and Social Work Act 2017, the Government introduced the requirement for local authorities to publish a 'Care Leaver Offer', which outlines the services for care leavers available within the local authority's area. The Leaving Care Service is proposing to conduct a consultation with Care Leavers to ensure that the published offer for Sheffield meets the needs of care leavers in Sheffield as far as service budgets will practically allow.

The consultation will detail what is currently available to care leavers in Sheffield and it will ask care leavers about our proposed offer in: Health and Wellbeing; Relationships; Education and training; Employment; Accommodation and Participation in society.

The current proposal is to not significantly or materially change the current offer to care leavers, but to produce an offer that draws together all care leaver entitlements into an easy format that is accessible to all care leavers in the city. Throughout the consultation phase, analysis will be required to fully understand the requirements of the cohort. If necessary it may be appropriate for the personal advisor to access additional support for the young person.

Impacts

Proposal has an impact on

Health

Does the Proposal have a significant impact on health and well-being (including effects on the wider determinants of health)?

Yes No

Staff

Yes No

Customers

Yes No

Impact

Positive Neutral Negative

Level

None Low Medium High

Details of impact

Care leavers are more likely to have adverse outcomes in later life including health impacts. Through the offer, care leavers should be clearer about their entitlements, as part of the requirements of the local authority is to ensure that all care leavers have access to a Personal Advisor. This will contribute to improved longer term health outcomes.

Comprehensive Health Impact Assessment being complete

Yes No

Please attach health impact assessment as a supporting document below.

Public Health Leads has signed off the health impact(s) of this EIA

Yes No

Health Lead

Age**Staff**

Yes No

Customers

Yes No

Impact

Positive Neutral Negative

Level

None Low Medium High

Details of impact

The offer will be aimed at care leavers and so young people aged 16-25. However the details of this offer will be accessible to anyone. The guide will be a useful tool for younger looked after children and their carers, preparing for their transition to being a care leaver.

Disability**Staff**

Yes No

Customers

Yes No

Impact

Positive Neutral Negative

Level

None Low Medium High

Details of impact

There are no direct impacts on disability, Throughout the consultation phase, analysis will be required to fully understand the requirements of the cohort of young people who are care leavers. We will take all reasonable steps to ensure that care leavers who are disabled are able to have a say in the consultation and through the offer. Affected young people would be identified and worked with on a case by case basis with their personal advisor to ensure that they have a full understanding of the offer available to them. If necessary it may be appropriate for the personal advisor to access additional support for the young person.

Pregnancy/Maternity**Staff**

Yes No

Customers

Yes No

Impact

Positive Neutral Negative

Level

None Low Medium High

Details of impact

We recognise that the higher incidence of carer leavers who themselves have children who are then taken into care. The offer will detail and signpost the services and support available to care leavers that are pregnant or have very young children.

Race

Staff

Yes No

Customers

Yes No

Impact

Positive Neutral Negative

Level

None Low Medium High

Details of impact

Throughout the consultation phase, analysis will be required to fully understand the requirements of the cohort. Affected young people would be identified and worked with on a case by case basis with their personal advisor to ensure that they have a full understanding of the offer available to them. If necessary it may be appropriate for the personal advisor to access additional support for the young person.

Religion/Belief**Staff**

Yes No

Customers

Yes No

Impact

Positive Neutral Negative

Level

None Low Medium High

Details of impact

Throughout the consultation phase, analysis will be required to fully understand the requirements of the cohort. Affected young people would be identified and worked with on a case by case basis with their personal advisor to ensure that they have a full understanding of the offer available to them. If necessary it may be appropriate for the personal advisor to access additional support for the young person.

Sex**Staff**

Yes No

Customers

Yes No

Impact

Positive Neutral Negative

Level

None Low Medium High

Details of impact

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Sexual Orientation

Staff

Yes No

Customers

Yes No

Impact

Positive Neutral Negative

Level

None Low Medium High

Details of impact

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Transgender**Staff**

Yes No

Customers

Yes No

Impact

Positive Neutral Negative

Level

None Low Medium High

Details of impact

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Carers**Staff**

Yes No

Customers

Yes No

Impact

Positive Neutral Negative

Level

None Low Medium High

Details of impact

There may be some impact on the people working to support care leavers, publication of the offer allows information to be available for them to provide advice and support.

Voluntary/Community & Faith Sectors

Staff

Yes No

Customers

Yes No

Impact

Positive Neutral Negative

Level

None Low Medium High

Details of impact

The offer will signpost care leavers to partner organisations in the VCF sectors

Partners**Staff**

Yes No

Customers

Yes No

Impact

Positive Neutral Negative

Level

None Low Medium High

Details of impact

The offer will detail support provided to carer leavers through partner organisations

Poverty & Financial Inclusion**Staff**

Yes No

Customers

Yes No

Impact

Positive Neutral Negative

Level

None Low Medium High

Details of impact

Care leavers are more likely to have adverse financial outcomes in later life. Through the offer, care leavers should be clearer about their entitlements, as part of the requirements of the local authority is to ensure that all care leavers have access to a Personal Advisor.

This person will not only be available to support claims with benefits etc. but will also provide advice and guidance on financial management. They also support access to education, employment and training.

Supporting Documentation

Cumulative impact**Proposal has a cumulative impact**

Yes No

Proposal has geographical impact across Sheffield

Yes No

Details of geographical impact across Sheffield

Care Leavers live across the city of Sheffield.

Local Partnership Area(s) impacted

All Specific

Action Plan and Supporting Evidence**Action plan**

Affected young people would be identified and worked with on a case by case basis with their personal advisor to ensure that they have a full understanding of the offer available to them. If necessary it may be appropriate for the personal advisor to access additional support for the young person. The offer will be reviewed and updated annually in partnership with young people.

Supporting Evidence (Please detail all your evidence used to support the EIA)**Consultation****Consultation required**

Yes No

Consultation start date

30/04/2018

Consultation end date

28/09/2018

Details of consultation

Consultation will take three forms: -

1. Initial workshops with Care leavers Summer 2017
2. Care Leaver Union feedback on local offer headings
3. Wider Care Leaver consultation on draft offer contents and format

Are Staff who may be affected by these proposals aware of them

Yes No

Are Customers who may be affected by these proposals aware of them

Yes No

If you have said no to either please say why

Summary of overall impact

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Throughout the consultation phase, analysis will be required to fully understand the requirements of the cohort. If necessary it may be appropriate for the personal advisor to access additional support for the young person.

We will take all reasonable steps to ensure that care leavers who are disabled are able to have a say in the consultation and through the offer.

Impacts have been identified across most of the characteristics assessed, these impacts are positive in the instance of pregnancy and maternity; VCF; partners; poverty and health. All other impacts are neutral.

Summary of evidence

Changes made as a result of the EIA

Escalation plan

Is there a high impact in any area?

Yes No

Overall risk rating after any mitigations have been put in place

High Medium Low None

Review date

Review date

31/03/2019

If a review date is specified, it will appear in the 'Upcoming Reviews' view when the EIA review is within 30 days.

Approved

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