

March 2014

**KENT COUNTY COUNCIL  
EQUALITY ANALYSIS / IMPACT ASSESSMENT (EqIA)**

**Directorate:** SOCIAL CARE, HEALTH AND WELL BEING.  
Specialist Childrens Service.

**Name of policy, procedure, project or service**

KCC Care Leavers Offer.

**What is being assessed?**

A new Policy

**Responsible Owner/ Senior Officer**

Sarah Hammond: Assistant Area Director West Kent.  
Lead AD for Care Leavers

**Date of Initial Screening:**

17<sup>th</sup> November 2014

**Date of Full EqIA :**

Not Required

Screening Grid

Characteristic	Could this policy, procedure, project or service, or any proposed changes to it, affect this group less favourably than others in Kent? YES/NO If yes how?	Assessment of potential impact <b>HIGH/MEDIUM</b> <b>LOW/NONE</b> UNKNOWN		Provide details: a) Is internal action required? If yes what? b) Is further assessment required? If yes, why?	Could this policy, procedure, project or service promote equal opportunities for this group? YES/NO - Explain how good practice can promote equal opportunities
		Positive	Negative	Internal action must be included in Action Plan	If yes you must provide detail
<b>Age</b>	NO	None	None	This policy applies to all care leavers between the ages of 18-24. It is not relevant to individuals under the age of 18 as they would not be classed as Care leavers. The policy sets out the entitlements for Care leavers in accordance with Statutory Guidance.  No further assessment required.	<b>YES.</b> The development of this policy has resulted in a method within which all care leavers, be they from the indigenous or Asylum seeking population will have access to the same range of Care leavers support in accordance with their needs and not based on their route of entry into care.
<b>Disability</b>	NO	Medium	None	The policy sets out how young disabled adults who have also been in care will receive Care Leavers support, including access to a personal adviser in accordance with their needs.  No further assessment required.	<b>YES.</b> A Care leavers service has not previously been available to care leavers who were previously children open to the Disabled Children's Service. This policy sets out which part of Social Care will provide appropriate care leavers support dependant on current need and not route into care.
<b>Gender</b>	NO	None	None	Male and female care leavers are afforded equal opportunity to access Care Leavers services.  No further assessment required	
<b>Gender identity</b>	NO	None	None	The entitlement to care leavers services is wholly based on that being the status acquired prior to become an adult. There is no other	

				<p>requirement, and individuals where gender identity is a characteristic would be equally entitled and encouraged to access the service. All staff working in the Service are appraised of the need tailor the service they provide to meet the needs of all individuals regardless of their protected characteristics.</p> <p>No Further assessment required.</p>	
<b>Race</b>	NO	High	Low	<p>Young people seeking asylum in the UK have the protected characteristics of race and religion or belief. This policy now gives this group full access to all the care leavers services which Kent will provide equally to all care leavers regardless of how their route into care.</p> <p>The policy places a strong emphasis on the assessment of need, which also includes the likely chronological delay in being able to access further and higher Education.</p> <p>No Further assessment required.</p>	<p>YES: Social workers and Personal advisors will take into account the challenges faced by this group of individuals with these protected characteristics when assessing the need for ongoing support. This will include their need for further Education at a later stage of their development as their first language is not English.</p>
<b>Religion or belief</b>	NO	High	Low	<p>Young people seeking asylum in the UK have the protected characteristics of race and religion or belief. This policy now gives this group full access to all the care leavers services which Kent will provide equally to all care leavers regardless of how their route into care.</p> <p>The policy places a strong emphasis on the assessment of need, which also includes the likely chronological delay in being able to access further and higher Education.</p>	<p>YES: Social workers and Personal advisors will take into account the challenges faced by this group of individuals with these protected characteristics when assessing the need for ongoing support. This will include their need for further Education at a later stage of their development as their first language is not English.</p>

				No Further assessment required.	
<b>Sexual orientation</b>	NO	None	None	<p>The entitlement to care leavers services is wholly based on that being the status acquired prior to become an adult. There is no other requirement, and individuals where sexual orientation is a characteristic would be equally entitled and encouraged to access the service. All staff working in the Service are appraised of the need for all individuals to access the service regardless of their protected characteristics.</p> <p>No further assessment required.</p>	
<b>Pregnancy and maternity</b>	NO	Medium	Low	<p>Care leavers who are either pregnant or expecting a baby are highlighted as a special group in the policy and their additional needs are identified as requiring additional support.</p> <p>No further assessment required.</p>	
<b>Marriage and Civil Partnerships</b>	NO	None	None	<p>There are no exclusions to accessing Care Leavers support if the individual is married or in a Civil Partnership.</p> <p>No further assessment required.</p>	
<b>Carer's responsibilities</b>	NO	Low	None	<p>There are no exclusions to accessing Care Leavers support if the individual has carer's responsibilities.</p> <p>No further assessment required.</p>	

**Part 1: INITIAL SCREENING**

**Proportionality** - Based on the answers in the above screening grid what weighting would you ascribe to this function – see Risk Matrix

<b>Low</b>	<b>Medium</b>	<b>High</b>
Low relevance or Insufficient information/evidence to make a judgement.	Medium relevance or Insufficient information/evidence to make a Judgement.	High relevance to equality, /likely to have adverse impact on protected groups

State rating & reasons

**A low rating** of relevance to the protected characteristics group has been attributed to the process of initial screening. This policy relates to a group of individuals who the Council know well on a personal basis and for whom they hold statutory responsibilities for. The Council is able to identify and name each of the individuals who would be impacted upon by this policy. On this basis the information contained in the initial screening tool should be given a high degree of

The initial screening indicates that there will be a low impact on individuals with the protected characteristics as a result of the development and implementation of this new policy. The screening also indicates that for some individuals with the protected characteristics there will be a positive impact.

**Context**

Kent County Council, in partnership with other agencies who have a responsibility to support young people, recognises its responsibility to assist and support our young people who are leaving care to make a successful transition to adulthood; either through re-integrating with their families or becoming as self-supporting as possible. The Council is required to publish a policy document indicating the level and type of support they will provide to Care Leavers. This is the first policy document which sets out the Care Leaver Offer and will ensure that all Council staff and Care Leavers are fully aware of the eligibility for services and ensure that equality of opportunity for all care leavers is achieved. The policy will also ensure transparency to members of the public and other interested parties in regards to how the Council spends public monies to support care leavers.

The Children Act 1989 and its support regulations and statutory guidance place a legal duty on local authorities to provide support for care leavers. The local authority is the “corporate parent” for children in care and therefore has a responsibility for their wellbeing. The precise level of care required by each care leaver will depend on their assessed needs and on their leaving care “status”, as defined by statute.

The 2010 (and 2011, 2014) regulations set out under Volume 3 of the Children Act 1989 have strengthened an emphasis on leaving care as being a

transitional period rather than something that occurs at a particular point in time. Care leavers are expected to receive support from their responsible authority (the local authority that last looked after them) up to their 25<sup>th</sup> birthday if they so wish and are eligible. The aim of such continuing support is to ensure that care leavers are provided with comprehensive personal support so that they achieve their potential as they make the transition to adulthood.

### **Aims and Objectives**

This policy refers to care leavers who were looked after by Kent County Council following their 16th birthday and are entitled to leaving care support from the local authority. The aim of this document is to set out how Kent County Council will meet its responsibilities to these care leavers.

The objectives of the policy are that all care leavers will receive a tailored level of support in accordance with individual need and to ensure wherever possible that they make a smooth and positive transition into adulthood.

### **Beneficiaries**

The intended beneficiaries of this policies are

- young adults who were previously children in care to Kent County Council and meet the eligibility criteria as Former Relevant Children in accordance with The Children Act 1989 Guidance and Regulations: Volume 3 Planning Transition to Adulthood for Care Leavers.
- Young people( under 18's) who were previously children in care to Kent County Council and meet the eligibility criteria as Relevant Children in accordance with The Children Act 1989 Guidance and Regulations: Volume 3 Planning Transition to Adulthood for Care Leavers.
- young adults who were previously children in care to Kent County Council and meet the eligibility criteria as Qualifying Children in accordance with The Children Act 1989 Guidance and Regulations: Volume 3 Planning Transition to Adulthood for Care Leavers.

### **Information and Data**

This policy is only relevant to individuals who were previously in the care of Kent County Council, and not the general population of the County.

Information about the numbers of individuals that this policy will impact on have been drawn from the Council's own data records of children in care and care leavers.

There are currently 1,873 children in care in Kent. Their age range is between 0-17 years and dependant on their permanance plan could, as post 18 young adults request a care leavers service from the County.

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There are currently 905 young adults who are eligible to request Care leaver Services from Kent County Council. Of these 855 are aged over 18 years with the remaining being under the age of 18 years, no longer in care but classed as relevant children.

In regards to the protected characteristics of race, ethnicity and religion, 338 of the cohort were previously unaccompanied asylum seeking children.

Of the 855 individuals eligible for a care leaver service, 311 are female and 544 are male.

There are currently 20 individuals recorded as having a disability in the cohort of care leavers.

Information relating to sexual orientation, gender identity, marriage/civil partnership and carer's responsibilities is not recorded by the Council for this cohort. However, the policy refers very specifically to the assessment of need for each individual to which the policy refers. Any individual with the protected characteristics above would have these addressed in the assessment and resulting pathway plan.

### **Involvement and Engagement**

This policy has been developed as a result of the Council's statutory obligation to do so. It is heavily influenced by Statutory guidance and Primary Legislation. The policy has been reviewed by the Council's Legal Services Department and found to be compliant with current legislation and guidance. The policy is also compliant with the OFSTED requirements to provide a "Good" or "Outstanding" inspection rating for Care Leavers.

Consultation has taken place with the Specialist Children's Services Divisional Management Team as well as the Children in Care Quality Assurance Manager.

### **Potential Impact**

Overall the policy will positively impact on all the the individuals it is relevant to. The initial screening tool indicates that no individual with any of the protected characteristics will be negatively impacted.

### **Adverse Impact:**

There will be no adverse impact on the affected group with protected characteristics.

### **Positive Impact:**

The most significant positive impact of this policy will be, that regardless of an individual care leavers entry route into the care system, they will be afforded an equal opportunity to accessing services on the basis of need. The policy

will also ensure that for disabled individuals, they will have access to a personal adviser and mainstream care leavers service for the first time in accordance with their need and not be excluded as a result of their disability.

For those individuals where English was not their first language on their entry into care, or where their race or religion may have impacted on their ability to access educational opportunities the policy sets out the need for an individual assessment to be undertaken to reflect their current need in order to inform the level of service which can be provided. This will ensure that individuals receive the service they require, and that when the need for the service is less great, the resource available can be appropriately deployed.

## **JUDGEMENT**

**Option 1 – Screening Sufficient YES**

**Following this initial screening our judgement is that no further action is required.**

### **Justification:**

The cohort of individuals that this policy will affect has been thoroughly researched and identified. The protected characteristics of the cohort are known and can easily be identified through the assessment and pathway plan process. The initial screening has not identified any group of individuals with protected characteristics which would be adversely impacted upon by this policy.

The information required to complete this EIA has been readily available and has been undertaken by the Assistant Director with lead responsibility for the provision of Care leavers Service.

The Legislative framework and Statutory Guidance for the provision of Care Leavers services has been followed and confirmed as accurate by the Council's Legal Services Department.

**Option 2 – Internal Action Required NO**

**Option 3 – Full Impact Assessment NO**


### **Sign Off**

I have noted the content of the equality impact assessment and agree the actions to mitigate the adverse impact(s) that have been identified.

**Senior Officer**



March 2014

Signed: 

Name: SARAH HAMMOND

Job Title: WEST KENT ASSISTANT DIRECTOR, SPECIALIST  
CHILDREN'S SERVICES

Date: 17<sup>TH</sup> November 2014

**DMT Member**

Signed: 

Name: PHILIP SEGUROLA

Job Title: ACTING DIRECTOR, SPECIALIST CHILDREN'S SERVICES

Date: 8<sup>th</sup> December 2014

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