

EQIA Submission – ID Number

Section A

EQIA Title

Regional Pathfinder Projects

Responsible Officer

Permila Clare - CY SCS

Type of Activity**Service Change**

Service Change

Service Redesign

No

Project/Programme

No

Commissioning/Procurement

No

Strategy/Policy

No

Details of other Service Activity

No

Accountability and Responsibility**Directorate**

Children Young People and Education

Responsible Service

Corporate Parenting and Commissioning

Responsible Head of Service

Maria Cordrey - CY SCS

Responsible Director

Caroline Smith - CY SCS

Aims and Objectives

KCC is seeking to bid and implement two pathfinder projects as part of a regional focus with the aim of implementing a joining partnership on the recruitment and retention of foster carers.

To support this DfE are looking to run this as a test and the regions taking part will play a role in shaping the future delivery and will also invest into supporting this.

The KCC Cabinet Member for Integrated Children's Services is being asked to:

- A) Agree for KCC to become a member of the Fostering Recruitment and Retention programme, and in doing so agree for KCC to enter into relevant agreements with DfE/other local authorities as appropriate.
- B) Agree for KCC to become a Regional Care Co-operative Pathfinder authority (if selected) and in doing so agree for KCC to enter into relevant agreements with DfE/other local authorities as appropriate.
- C) Agree for KCC to bid and receive funding in order to deliver the requirements of the Programmes.
- D) Delegate authority to the Corporate Director of Children, Young People and Education, in consultation with the Cabinet Member for Integrated Children's Services, to take other relevant actions, including but not limited to, finalising the terms of and entering into required contracts or other legal agreements, as necessary to implement the decision including negotiating, finalising and entering into

relevant legal agreements such as the award of the contract, as required to implement this decision

Section B – Evidence

Do you have data related to the protected groups of the people impacted by this activity?

Yes

It is possible to get the data in a timely and cost effective way?

Yes

Is there national evidence/data that you can use?

No

Have you consulted with stakeholders?

No

Who have you involved, consulted and engaged with?

Currently this is at the stage of an internal consultation

Has there been a previous Equality Analysis (EQIA) in the last 3 years?

No

Do you have evidence that can help you understand the potential impact of your activity?

Yes

Section C – Impact

Who may be impacted by the activity?

Service Users/clients

Service users/clients

Staff

Staff/Volunteers

Residents/Communities/Citizens

No

Are there any positive impacts for all or any of the protected groups as a result of the activity that you are doing?

Yes

Details of Positive Impacts

The implementation of the Regional Pathfinders Project (RPP) is envisaged to have a positive impact as this is a pilot with other South East Local Authorities and Children's Trusts in having a hub to attract more foster carers and expanding/enhancing commissioning arrangements, therefore this is not impacting on anything that KCC currently has in place.

In Kent we need to increase our recruitment and retention of foster carers as this has remained stable for a few years and with more children coming into care the increase of foster carers is important. This pilot will promote children to have a greater access to community based fostering provisions and greater access for foster carers with an increase of recruitment and retention and having a greater oversight on quality and cost.

- Age

The implementation of the Regional Pathfinders Project (RPP) is envisaged to have a positive impact on children and young people up to the age of 18. This will mean that the needs of children and young people are responded to and supported at the right time and in the right place by improving recruitment through the development of a recruitment Hub for interested individuals looking to foster.

- Disability

The implementation will have a positive impact on all individuals with disabilities or special educational needs as the hub will have a focus on highlighting the need for carers to look after disabled children, thereby improving inclusion and therefore ensuring their needs are met within their local communities. A hub will direct individuals interested in fostering to Kent or Medway as this will be our cluster within the

Regional Pathfinders Project. This will not have a negative impact on protected characteristics.

- Sex

As above

- Gender reassignment¹

As above

- Race

As above

- Religion / Belief

As above

- Sexual orientation

As above

- Pregnancy / Maternity

As above

- Marriage / Civil Partnership²

There is no negative impact on individuals interested in fostering by this characteristic.

Negative impacts and Mitigating Actions

19. Negative Impacts and Mitigating actions for Age

Are there negative impacts for age?

No. Note: If Question 19a is "No", Questions 19b,c,d will state "Not Applicable" when submission goes for approval

Details of negative impacts for Age

Not Completed

Mitigating Actions for Age

Not Completed

Responsible Officer for Mitigating Actions – Age

Not Completed

20. Negative impacts and Mitigating actions for Disability

Are there negative impacts for Disability?

No. Note: If Question 20a is "No", Questions 20b,c,d will state "Not Applicable" when submission goes for approval

Details of Negative Impacts for Disability

Not Completed

Mitigating actions for Disability

Not Completed

Responsible Officer for Disability

Not Completed

21. Negative Impacts and Mitigating actions for Sex

Are there negative impacts for Sex

No. Note: If Question 21a is "No", Questions 21b,c,d will state "Not Applicable" when submission goes for approval

Details of negative impacts for Sex

Not Completed

Mitigating actions for Sex

Not Completed
Responsible Officer for Sex
Not Completed
22. Negative Impacts and Mitigating actions for Gender identity/transgender
Are there negative impacts for Gender identity/transgender
No. Note: If Question 22a is "No", Questions 22b,c,d will state "Not Applicable" when submission goes for approval
Negative impacts for Gender identity/transgender
Not Completed
Mitigating actions for Gender identity/transgender
Not Completed
Responsible Officer for mitigating actions for Gender identity/transgender
Not Completed
23. Negative impacts and Mitigating actions for Race
Are there negative impacts for Race
No. Note: If Question 23a is "No", Questions 23b,c,d will state "Not Applicable" when submission goes for approval
Negative impacts for Race
Not Completed
Mitigating actions for Race
Not Completed
Responsible Officer for mitigating actions for Race
Not Completed
24. Negative impacts and Mitigating actions for Religion and belief
Are there negative impacts for Religion and belief
No. Note: If Question 24a is "No", Questions 24b,c,d will state "Not Applicable" when submission goes for approval
Negative impacts for Religion and belief
Not Completed
Mitigating actions for Religion and belief
Not Completed
Responsible Officer for mitigating actions for Religion and Belief
Not Completed
25. Negative impacts and Mitigating actions for Sexual Orientation
Are there negative impacts for Sexual Orientation
No. Note: If Question 25a is "No", Questions 25b,c,d will state "Not Applicable" when submission goes for approval
Negative impacts for Sexual Orientation
Not Completed
Mitigating actions for Sexual Orientation
Not Completed
Responsible Officer for mitigating actions for Sexual Orientation
Not Completed
26. Negative impacts and Mitigating actions for Pregnancy and Maternity
Are there negative impacts for Pregnancy and Maternity
No. Note: If Question 26a is "No", Questions 26b,c,d will state "Not Applicable" when submission goes for approval
Negative impacts for Pregnancy and Maternity
Not Completed
Mitigating actions for Pregnancy and Maternity

Not Completed
Responsible Officer for mitigating actions for Pregnancy and Maternity
Not Completed
27. Negative impacts and Mitigating actions for Marriage and Civil Partnerships
Are there negative impacts for Marriage and Civil Partnerships
No. Note: If Question 27a is "No", Questions 27b,c,d will state "Not Applicable" when submission goes for approval
Negative impacts for Marriage and Civil Partnerships
Not Completed
Mitigating actions for Marriage and Civil Partnerships
Not Completed
Responsible Officer for Marriage and Civil Partnerships
Not Completed
28. Negative impacts and Mitigating actions for Carer's responsibilities
Are there negative impacts for Carer's responsibilities
No. Note: If Question 28a is "No", Questions 28b,c,d will state "Not Applicable" when submission goes for approval
Negative impacts for Carer's responsibilities
Not Completed
Mitigating actions for Carer's responsibilities
Not Completed
Responsible Officer for Carer's responsibilities
Not Completed