

**Kent County Council
Equality Analysis/ Impact Assessment (EqIA)**

Directorate/ Service: Children, Young People & Education; 18 plus Care Leavers Service

Name of decision, policy, procedure, project or service: Local Offer for Care Leavers

Responsible Owner/ Senior Officer: Paul Startup

Version: 1

Author: Paul Startup

Pathway of Equality Analysis: DivMt

Summary and recommendations of equality analysis/impact assessment.

- **Context**

Kent County Council, in partnership with other agencies, 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 Local Offer indicating the level and type of support they will provide to Care Leavers. This year will see the first Local Offer which sets out the Care Leaver Offer. We 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 Local Offer will also ensure transparency to members of the public and other interested parties regarding 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.

Care Leavers are expected to receive support from their responsible authority (the local authority that last looked after them) up to their 25th 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**

The Local Offer 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 the Local Offer is to set out how Kent County Council will meet its responsibilities to these care leavers.

The objectives of the Local Offer 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.

- **Summary of equality impact**

The intended beneficiaries of the Local Offer 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 Local Offer 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 offer will impact on have been drawn from the Council's own data records of Care Leavers. There are currently 1500 Care Leavers in Kent.

Adverse Equality Impact Rating Low

A low rating of relevance to the protected characteristics group has been attributed to the process of initial screening. The Local Offer relates to a group of individuals who the Council know well on a personal basis and for whom they hold statutory responsibilities. The Council can identify and name each of the individuals who would be impacted upon by this offer.

The initial screening indicates that there will be a low impact on individuals with the protected characteristics because of the development and implementation of the Local Offer. The screening also indicates that for some individuals with the protected characteristics there will be a positive impact.


Attestation

I have read and paid due regard to the Equality Analysis/Impact Assessment concerning **the Local Offer for Care Leavers**. I agree with risk rating and the actions to mitigate any adverse impact(s) that has /have been identified.

Head of Service

Signed:  Name: Paul Startup
Job Title: Head of 18+ Care Leavers Service Date: 24.08.18

DMT Member

Signed:  Name: Sarah Hammond
Job Title: Director of Integrated Children's Services - East (Social Work Lead) Date: 28.08.18

Part 1 Screening

Could this policy, procedure, project or service, or any proposed changes to it, affect any Protected Group (listed below) less favourably (negatively) than others in Kent?

Could this policy, procedure, project or service promote equal opportunities for this group?

Protected Group	Please provide a <u>brief</u> commentary on your findings. Fuller analysis should be undertaken in Part 2.			
	High negative impact EqIA	Medium negative impact Screen	Low negative impact Evidence	High/Medium/Low Positive Impact Evidence
Age	None	None	This offer applies to all care leavers between the ages of 18-25. It is not relevant to individuals under the age of 18 as they would not be classed as Care leavers. The offer sets out the entitlements for Care leavers in accordance with Statutory Guidance. No further assessment required.	The development of this offer 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.
Disability	None	None	The offer sets out how young disabled adults who have also been in care will receive Care Leavers support, including access to a personal	The Care leavers service is available to care leavers who were previously children open to the Disabled Children's Service. This offer sets out the provision of

			adviser in accordance with their needs. No further assessment required.	appropriate care leavers support dependant on current need.
Sex	None	Male and Female Care Leavers are afforded equal opportunity to access Care Leavers services.		
Gender identity/ Transgender	None	The needs of this population are not necessarily binary... They may still be transitioning from one gender to another. This requires further assessment.		
Race	None	None	Young people seeking asylum in the UK have the protected characteristics of race and religion or belief. This offer 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	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

			<p>route into care. The offer 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. No further assessment required.</p>	<p>their first language is not English</p>
<p>Religion and Belief</p>	<p>None</p>	<p>None</p>	<p>Young people seeking asylum in the UK have the protected characteristics of religion or belief. This offer 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. The offer places a strong emphasis on the assessment of need, which also includes the likely chronological</p>	<p>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>

			delay in being able to access further and higher Education. No further assessment required.	
Sexual Orientation	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 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. The service would take into account the risks and	

			vulnerabilities associated with sexual identity. No further assessment required.	
Pregnancy and Maternity	None	None	Care Leavers who are either pregnant or expecting a baby are highlighted as a special group in the offer and their additional needs are identified as requiring additional support. No further assessment required.	
Marriage and Civil Partnerships	N/A	N/A	N/A	
Carer's Responsibilities			There are no exclusions to accessing Care Leavers support if the individual has carer's responsibilities. No further assessment required.	

Part 2

Equality Analysis /Impact Assessment

Protected groups

(Who will be directly or indirectly negatively affected by the changes?)

Information and Data used to carry out your assessment

(Please list your data source and if you have it provide a link to source. Please highlight any gaps)

Who have you involved consulted and engaged?

(Please list stakeholders)

Analysis

(What have you found out and what does it tell you about the impacted protected groups? What did you stakeholders, including protected groups tell you?)

Adverse Impact,

(What is the effect on the protected group? Please state mitigation in the action plan)

Positive Impact:

(Please highlight any positive impacts in relation to protected groups)

JUDGEMENT

Set out below the implications you have found from your assessment for the relevant protected group(s). If any negative impacts can be justified, please clearly explain why. Identify the option to address the impact. There are four possible options:

- **No major change** - no potential for discrimination and all opportunities to promote equality have been taken
- **Adjust and continue** - adjust to remove barriers or better promote equality
- **Continue the policy** - despite potential for adverse impact or missed opportunity. Set out the justifications: there is no justification for direct discrimination; and indirect discrimination will need to be justified according to the legal requirements.
- **Stop and remove the policy** – policy shows actual or potential unlawful discrimination it must be stopped and removed or changed

Internal Action Required YES/NO

There is potential for adverse impact on groups and we have found scope to improve the proposal...

(Complete the Action Plan- please include dates for monitoring and review)

Equality Impact Analysis/Assessment Action Plan

Protected Characteristic	Issues identified	Action to be taken	Expected outcomes	Owner	Timescale	Cost implications

Have the actions been included in your business/ service plan? (If no please state how the actions will be monitored)
 Yes/No

Appendix

Please include relevant data sets

Please forward a final signed electronic copy and Word version to the Equality Team by emailing diversityinfo@kent.gov.uk

If the activity will be subject to a Cabinet decision, the EqIA must be submitted to committee services along with the relevant Cabinet report. Your EqIA should also be published.

The original signed hard copy and electronic copy should be kept with your team for audit purposes.

