

## Equality Impact Analysis to enable informed decisions

### The purpose of this document is to:-

- I. help decision makers fulfil their duties under the Equality Act 2010 and
- II. for you to evidence the positive and adverse impacts of the proposed change on people with protected characteristics and ways to mitigate or eliminate any adverse impacts.

### Using this form

This form must be updated and reviewed as your evidence on a proposal for a project/service change/policy/commissioning of a service or decommissioning of a service evolves taking into account any consultation feedback, significant changes to the proposals and data to support impacts of proposed changes. The key findings of the most up to date version of the Equality Impact Analysis must be explained in the report to the decision maker and the Equality Impact Analysis must be attached to the decision making report.

**\*\*Please make sure you read the information below so that you understand what is required under the Equality Act 2010\*\***

### Equality Act 2010

The Equality Act 2010 applies to both our workforce and our customers. Under the Equality Act 2010, decision makers are under a personal duty, to have due (that is proportionate) regard to the need to protect and promote the interests of persons with protected characteristics.

### Protected characteristics

The protected characteristics under the Act are: age; disability; gender reassignment; marriage and civil partnership; pregnancy and maternity; race; religion or belief; sex; sexual orientation.

### Section 149 of the Equality Act 2010

Section 149 requires a public authority to have due regard to the need to:

- Eliminate discrimination, harassment, victimisation, and any other conduct that is prohibited by/or under the Act
- Advance equality of opportunity between persons who share relevant protected characteristics and persons who do not share those characteristics
- Foster good relations between persons who share a relevant protected characteristic and persons who do not share it.

The purpose of Section 149 is to get decision makers to consider the impact their decisions may or will have on those with protected characteristics and by evidencing the impacts on people with protected characteristics decision makers should be able to demonstrate 'due regard'.

### **Decision makers duty under the Act**

Having had careful regard to the Equality Impact Analysis, and also the consultation responses, decision makers are under a personal duty to have due regard to the need to protect and promote the interests of persons with protected characteristics (see above) and to:-

- (i) consider and analyse how the decision is likely to affect those with protected characteristics, in practical terms,
- (ii) remove any unlawful discrimination, harassment, victimisation and other prohibited conduct,
- (iii) consider whether practical steps should be taken to mitigate or avoid any adverse consequences that the decision is likely to have, for persons with protected characteristics and, indeed, to consider whether the decision should not be taken at all, in the interests of persons with protected characteristics,
- (iv) consider whether steps should be taken to advance equality, foster good relations and generally promote the interests of persons with protected characteristics, either by varying the recommended decision or by taking some other decision.

## **Conducting an Impact Analysis**

The Equality Impact Analysis is a process to identify the impact or likely impact a project, proposed service change, commissioning, decommissioning or policy will have on people with protected characteristics listed above. It should be considered at the beginning of the decision making process.

### **The Lead Officer responsibility**

This is the person writing the report for the decision maker. It is the responsibility of the Lead Officer to make sure that the Equality Impact Analysis is robust and proportionate to the decision being taken.

### **Summary of findings**

You must provide a clear and concise summary of the key findings of this Equality Impact Analysis in the decision making report and attach this Equality Impact Analysis to the report.

## Impact – definition

An impact is an intentional or unintentional lasting consequence or significant change to people's lives brought about by an action or series of actions.

### How much detail to include?

The Equality Impact Analysis should be proportionate to the impact of proposed change. In deciding this asking simple questions “Who might be affected by this decision?” “Which protected characteristics might be affected?” and “How might they be affected?” will help you consider the extent to which you already have evidence, information and data, and where there are gaps that you will need to explore. Ensure the source and date of any existing data is referenced.

You must consider both obvious and any less obvious impacts. Engaging with people with the protected characteristics will help you to identify less obvious impacts as these groups share their perspectives with you.

A given proposal may have a positive impact on one or more protected characteristics and have an adverse impact on others. You must capture these differences in this form to help decision makers to arrive at a view as to where the balance of advantage or disadvantage lies. If an adverse impact is unavoidable then it must be clearly justified and recorded as such, with an explanation as to why no steps can be taken to avoid the impact. Consequences must be included.

**Proposals for more than one option** If more than one option is being proposed you must ensure that the Equality Impact Analysis covers all options. Depending on the circumstances, it may be more appropriate to complete an Equality Impact Analysis for each option.

**The information you provide in this form must be sufficient to allow the decision maker to fulfil their role as above. You must include the latest version of the Equality Impact Analysis with the report to the decision maker. Please be aware that the information in this form must be able to stand up to legal challenge.**

## Background Information

<b>Title of the policy / project / service being considered</b>	Children in Care Transformation Programme Right4U	<b>Person / people completing analysis</b>	Tara Jones/Tracey Robinson
<b>Service Area</b>	Children's Services	<b>Lead Officer</b>	Tara Jones – Transformation Manager Tracey Robinson Programme Manager
<b>Who is the decision maker?</b>	DLT	<b>How was the Equality Impact Analysis undertaken?</b>	Desktop Analysis
<b>Date of meeting when decision will be made</b>	tbc	<b>Version control</b>	0.1
<b>Is this proposed change to an existing policy/service/project or is it new?</b>	New	<b>LCC directly delivered, commissioned, re-commissioned or de-commissioned?</b>	Directly delivered
<b>Describe the proposed change</b>	<p><b>Programme Overview</b></p> <p>Lincolnshire' Children in Care (CIC) numbers remains low in comparison with national and statistical authorities. From 2018 to 2019 the number of CIC in England per 10k population has increased to 65; Lincolnshire's increased from 43 per 10k in 19/20 to 45.9 at October. The total number of CIC in Lincolnshire has increased since April 2020; as at Oct 2020 it is sitting at 665 however the number of children in INM Residential and IFA placements has more than significantly increased in the last 12 months. The proportion of Lincolnshire CIC in INM Residential or IFA placements as at 31/03/2020 is now over 10%; 12 months ago it was below 6.5%. The impact on the INM budget will be substantial – a £4.3m overspend is currently forecast for 2020/21.</p> <p>2.1. Children in Care Transformation Programme Right4U which has been created to ensure that we are providing the right help to the right children at the right time and for the right duration. We have a Children's Services System which is working well and a Children in Care Service which is outstanding, although there is more we can do to improve excellent outcomes for children and families, particularly taking into account the impact of Covid 19. More specifically the pandemic has brought about a cost pressure, driving up costs within the external market place and impacting upon the availability of placements. Furthermore the availability of in house foster placements has reduced as some carers are</p>		

self-isolating or reluctant to accept new children. The Transformation Programme will provide resource and capacity to respond to these challenges.

The transformation Programme provides the opportunity to explore and identify the opportunities and benefits across the child's journey from Edge of Care to Leaving Care.

1. To reduce the need for statutory intervention in families lives, by providing the right help to the right children at the right time and for the right duration.
2. To support families to come to their own solutions by focusing upon building networks which they have in place.
3. To improve outcomes for our Looked After Children and Young People, by providing care locally within Lincolnshire rather than care at a distance to keep children and Young People within their own communities where they can be close to their networks.

The Transformation Programme will focus upon identifying high value opportunities for improvement and diagnostic work is currently being undertaken to identify the priority work-streams. It is really important that we all identify what we need to be doing across every part of the child's journey to prevent escalation of need and improve outcomes.

The CiC programme is scheduled to run until 31<sup>st</sup> March 2023 and is made up of the following workstreams:

- Residential Estates Expansion
- Valuing Care
- Practice Excellence
- Early Help Strategy
- ReThink Fostering
- Strategic Placement Planning

### **Evidencing the impacts**

In this section you will explain the difference that proposed changes are likely to make on people with protected characteristics. To help you do this first consider the impacts the proposed changes may have on people without protected characteristics before then considering the impacts the proposed changes may have on people with protected characteristics.

You must evidence here who will benefit and how they will benefit. If there are no benefits that you can identify please state 'No perceived benefit' under the relevant protected characteristic. You can add sub categories under the protected characteristics to make clear the impacts. For example under Age you may have considered the impact on 0-5 year olds or people aged 65 and over, under Race you may have considered Eastern European migrants, under Sex you may have considered specific impacts on men.

### **Data to support impacts of proposed changes**

When considering the equality impact of a decision it is important to know who the people are that will be affected by any change.

#### Population data and the Joint Strategic Needs Assessment

The Lincolnshire Research Observatory (LRO) holds a range of population data by the protected characteristics. This can help put a decision into context. Visit the LRO website and its population theme page by following this link: <http://www.research-lincs.org.uk> If you cannot find what you are looking for, or need more information, please contact the LRO team. You will also find information about the Joint Strategic Needs Assessment on the LRO website.

#### Workforce profiles

You can obtain information by many of the protected characteristics for the Council's workforce and comparisons with the labour market on the [Council's website](#). As of 1<sup>st</sup> April 2015, managers can obtain workforce profile data by the protected characteristics for their specific areas using Agresso.

**Positive impacts**

The proposed change may have the following positive impacts on persons with protected characteristics – If no positive impact, please state 'no positive impact'.

<b>Age</b>	The success of the CiC programme will ensure that young people in Lincolnshire who benefit from the council's services will be helped to lead healthier, happier and more fulfilling lives. It is at the childhood stage that life patterns, life chances and eventual outcomes are effectively set, and by putting families of vulnerable children at the heart of social work practice (Relationship based practice), the council is aiming with its partner organisations to raise the aspirations of the children whose needs require council support.
<b>Disability</b>	Children with disabilities are statistically likely to have poorer outcomes than their non-disabled peers, for complex reasons which are understood by practitioners. By putting disabled young people and their parents at the heart of our practice, we will address the obstacles that stand in the way of this group achieving, collectively and individually, their own and their families aspirations. This approach will guide, social work, education intervention, health assessment and social and cognitive development.
<b>Gender reassignment</b>	Children and young people who are beginning the process of questioning, changing or reaffirming their gender identity are particularly vulnerable to discrimination, disavowal, and dismissal. This can happen in families, school and health settings, and social settings and with peer groups. By instilling gender issue awareness and reformed practice into our social and all other children's services work, CiC seeks to build the self-confidence, strength of purpose and goal-setting ability of practitioners, parents, and young people to deal with the issues arising with confidence. The knowledge brought to the matters by LGBT groups and communities will be welcomed and incorporated in the theory and practice of social work and young people's support.
<b>Marriage and civil partnership</b>	The family unit is at the heart of the CiC philosophy, and its role is emphasised in restorative practice, relationship-based practice and a 'signs of safety' practice framework, which builds on families' strengths. CiC does not define 'family' in a traditional or narrow sense (traditionally; man, woman and children as a single unit), and embraces the diversity of family forms and structures that have emerged. The key consideration is: is the family unit that presents to practitioners striving for and supporting its members (particularly children and young people members) and is it effective in doing this?. The approach and methodology makes no dogmatic insistence on a 'correct' or model family structure but does not shy from criticising any arrangements which might present an actual or potential threat to a child or young person's welfare.
<b>Pregnancy and maternity</b>	Because the foundation of good and excellent children's social care is exceptional early help arrangements, CiC practice always embraces the consideration of clients who are pregnant, and seeks to ensure that young people who are parents to be, as well as the unborn child, are within the scope of its reach and practice methodology. Any barriers to consideration of support for people affected by pregnancy are thus challenged rigorously. A specific programme of recognition of the issue of pregnancy and maternity in the sense of how it affects access to services, support and other interventions, is embedded in the workstream approaches.

<b>Race</b>	Although it is often perceived as a mono-cultural (mainly white, anglo-saxon) society and community, Lincolnshire has a surprising cultural and ethnic diversity, particularly in its larger towns and in Lincoln itself. CIC practice and philosophy seeks to ensure that race awareness, and anti-racism is embedded in social work and school support practice, as well as in all other areas of children's services work.
<b>Religion or belief</b>	Children's Services clients are supported and their needs assessed within a framework which recognises of their religious and cultural beliefs, and the aim is to ensure that discrimination does not arise indirectly or directly as a result of established practices and traditional ways of working as much as from deliberate acts of discrimination.
<b>Sex</b>	The gender and sex discrimination danger is monitored by our social work and children's support practice, and the collation of statistical support for a methodology and practice which ensures that sex/gender discrimination is countered at all opportunities in the council's work.
<b>Sexual orientation</b>	Sexual orientation should be irrelevant in terms of one's experience and opportunities for support and development, education, work, social interaction, and so on. The reality of discrimination demonstrates that sexual preference can have a disadvantageous effect on people's lives and prospects. For the Council, we recognise that this process begins early, through conscious measures countering discrimination against this category of clients.

**If you have identified positive impacts for other groups not specifically covered by the protected characteristics in the Equality Act 2010 you can include them here if it will help the decision maker to make an informed decision.**

**Children, young people and families** - the Children in Care programme sets out to deliver the following positive impacts:

1. To reduce the need for statutory intervention in families lives, by providing the right help to the right children at the right time and for the right duration.
2. To support families to come to their own solutions by focusing upon building networks which they have in place.
3. To improve outcomes for our Looked After Children and Young People, by providing care locally within Lincolnshire rather than care at a distance to keep children and Young People within their own communities where they can be close to their networks.

**Adverse/negative impacts**

You must evidence how people with protected characteristics will be adversely impacted and any proposed mitigation to reduce or eliminate adverse impacts. An adverse impact causes disadvantage or exclusion. If such an impact is identified please state how, as far as possible, it is justified; eliminated; minimised or counter balanced by other measures.

If there are no adverse impacts that you can identify please state 'No perceived adverse impact' under the relevant protected characteristic.

**Negative impacts of the proposed change and practical steps to mitigate or avoid any adverse consequences on people with protected characteristics are detailed below. If you have not identified any mitigating action to reduce an adverse impact please state 'No mitigating action identified'.**

<b>Age</b>	No perceived adverse impact. We anticipate positive impacts as above
<b>Disability</b>	No perceived adverse impact. We anticipate and expect positive impacts as above
<b>Gender reassignment</b>	No perceived adverse impact. We expect positive impacts as above
<b>Marriage and civil partnership</b>	No perceived adverse impact. We expect positive impacts as above
<b>Pregnancy and maternity</b>	No perceived adverse impact. We expect positive impacts as above

<b>Race</b>	No perceived adverse impact. We expect positive impacts as above.
<b>Religion or belief</b>	No perceived adverse impact. We expect positive impacts as detailed above.
<b>Sex</b>	No perceived adverse impact. We expect positive impacts as above
<b>Sexual orientation</b>	No perceived adverse impact. We expect positive impacts as above

**If you have identified negative impacts for other groups not specifically covered by the protected characteristics under the Equality Act 2010 you can include them here if it will help the decision maker to make an informed decision.**

### Stakeholders

Stake holders are people or groups who may be directly affected (primary stakeholders) and indirectly affected (secondary stakeholders)

You must evidence here who you involved in gathering your evidence about benefits, adverse impacts and practical steps to mitigate or avoid any adverse consequences. You must be confident that any engagement was meaningful. The Community engagement team can help you to do this and you can contact them at [consultation@lincolnshire.gov.uk](mailto:consultation@lincolnshire.gov.uk)

State clearly what (if any) consultation or engagement activity took place by stating who you involved when compiling this EIA under the protected characteristics. Include organisations you invited and organisations who attended, the date(s) they were involved and method of involvement i.e. Equality Impact Analysis workshop/email/telephone conversation/meeting/consultation. State clearly the objectives of the EIA consultation and findings from the EIA consultation under each of the protected characteristics. If you have not covered any of the protected characteristics please state the reasons why they were not consulted/engaged.

### Objective(s) of the EIA consultation/engagement activity

N/A

**Who was involved in the EIA consultation/engagement activity? Detail any findings identified by the protected characteristic**

<b>Age</b>	
<b>Disability</b>	
<b>Gender reassignment</b>	
<b>Marriage and civil partnership</b>	
<b>Pregnancy and maternity</b>	
<b>Race</b>	
<b>Religion or belief</b>	

<b>Sex</b>	
<b>Sexual orientation</b>	
<p><b>Are you confident that everyone who should have been involved in producing this version of the Equality Impact Analysis has been involved in a meaningful way?</b></p> <p>The purpose is to make sure you have got the perspective of all the protected characteristics.</p>	<p>Yes, but the EIA is viewed as a 'living document' and the effects or impact on the client groups who have protected characteristics will be monitored, and examples of positive impacts and outcomes will be added to the document to demonstrate the effects.</p> <p>Any negative developments or outcomes will also be monitored and recorded, with the important caveat that action will be taken to nullify or counter any negatives. This too will be recorded and monitored.</p>
<p><b>Once the changes have been implemented how will you undertake evaluation of the benefits and how effective the actions to reduce adverse impacts have been?</b></p>	<p>The Children in Care programme will be evaluated with benefits measured. This will take place regularly, with periodical, annual and end of project input and recording/evaluation.</p>

### Further Details

<b>Are you handling personal data?</b>	<p>Yes</p> <p>If yes, please give details.</p> <p>Staff details Foster Carer Details Children details if appropriate</p>
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<b>Actions required</b>	<b>Action</b>	<b>Lead officer</b>	<b>Timescale</b>
Include any actions identified in this analysis for on-going monitoring of impacts.	Specific examples to be identified noted and recorded on this EIA as a 'living document'.	Tara Jones/Tracey Robinson	Quarterly and half-yearly
	Updated versions of this EIA to be published half-yearly	Tara Jones/Tracey Robinson	Half-yearly
<b>Signed off by</b>		<b>Date</b>	Click here to enter a date.