

HARINGEY COUNCIL
EQUALITY IMPACT ASSESSMENT FORM
for service delivery



Service: Children and Families

Directorate: Children and Young People's Service

Title of Proposal: Options for the Future of Directly Provided Children's Homes

Lead Officer (author of the proposal): Debbie Haith

Names of other Officers involved: Jen Johnson, Tom Fletcher, Arleen Brown

Statement of purpose

In making this proposal, we have been mindful of our public sector equality duty to have due regard to the need to:

- eliminate discrimination;
- advance equality of opportunity between different groups and;
- foster good relations between groups in Haringey.

In addition we are committed to ensuring that we promote social inclusion in all council services making sure that they address the needs of those vulnerable residents who rely most heavily on them. The most socially excluded residents predominantly have the protected characteristics defined in the Equality Act 2010.

The purpose of this assessment is to:

- a) Identify whether and to what extent this proposal: could produce disadvantage or enhance opportunity for any groups with the protected characteristic defined in the Equality Act 2010;
- b) Establish whether the potential disadvantage is significant enough to call for special measures to remove or reduce the disadvantage;
- c) Identify and set out the measures that will be taken to remove or reduce the disadvantage;
- d) Where mitigation measures are not possible, to set out and explain why;
- e) To ensure that Members are fully aware of the implications the proposal may have for the Council's public sector equality duty before they decide on the proposal.

Step 1 - Identify the aims of the Proposal

State:

- a) What problems the proposal is intended to address**
- b) What effects it is intended to achieve**
- c) Which group(s) it is intended to benefit and how**

The proposal set out in the Cabinet report 'Options for the Future of Directly Provided Children's Homes' is for consultation on the closure of the two Local Authority run children's homes in Haringey. On 7th February 2012, Cabinet delegated the final decision to the Cabinet Member for Children to be taken after consideration of the results of the equality impact assessment (EqIA) and consultation with staff, service users and other stakeholders.

The proposals have been developed in response to concerns that outcomes for young residents are less positive in some cases than might be expected, the homes are not well placed strategically, do not provide value for money within the current market availability of residential homes, and are under used. It is believed that there is sufficient good quality accommodation for Haringey's looked after young people in the local private and voluntary sector and that some of the money saved can be reinvested in early intervention services to help prevent young people entering the care system. The intention is to provide care at a higher quality than previously provided for this group. This is in line with the determination to ensure that all placements for Haringey's looked after children are recognised by external assessment as good or outstanding within a short timeframe, and to secure better value for money in service delivery.

The timescales of these proposals and the short/medium term statements of purpose of the homes, mean that the children resident at Homes A and B will have already finished their placements at the homes and moved into their new placements as part of their existing plans ahead of any proposed closures and would not therefore be impacted by the proposals. No changes to planning have been necessary for any young person as part of this process. The proposed closures will therefore only affect a small number of children (up to a maximum of 14 across both homes at any one time) who may have in future been placed in these homes.

The Council has a general duty to children in need within the Borough to provide accommodation in accordance with the criteria prescribed by Sections 20 and 21 of the Children Act 1989. However, the council is not required to fulfil this duty through direct provision.

Context

Home A has an overall remit to provide medium to long-term placements for children and young people and placements in this home are for between 12 and 18 months. In reality the service has worked with older young people (15+ years) whose care plan is to move to semi-independence. It provides some opportunities for individualised self supporting programmes. The physical layout of the building, in its present form, does not sit well with an independence-based service, lending itself to a traditional "home" approach with a large communal kitchen, single main living space, etc. The young people living there have pathway plans which emphasise their potential for independence training but, realistically, these are not being met. The current Ofsted inspection rating is satisfactory, recently having improved from inadequate.

The occupancy level at the home is currently standing at 5 places out of 8 filled but this masks the general pattern over the last 2 years of the home running at a low level of occupancy.

Home B aims to provide a therapeutic environment for teenagers, the core purpose being to help with longer term planning and to help young people move on, either back to a family based setting or to planned foster care services provided either in Borough or in an independently purchased placement. Placements in Home B are for 3 months with the possibility to extend to 5 months. There is some evidence of success in these aims with some success stories and some creative individual work with young people. However, there is a view that the majority of young people currently resident could have these aims met within less costly provision, i.e. within foster care from the outset or supported lodgings. The home is rated as satisfactory, recently having improved from inadequate.

Occupancy has risen in recent times and currently stands at 5 places out of 6, but again, this is a relatively new pattern with consistent under occupancy over the last 3 years.

Analysis demonstrates that the cost of direct provision through Homes A and B is not competitive against other available provision within the same area where the Ofsted rating of quality of provision is equivalent or higher.

The current unit costs of the two homes are: (Based on the base budget direct running costs of the homes and including premises related expenditure and capital charges)

Home A :

At full occupancy – £2346 per week

At average occupancy over the last year - £3754 per week

Home B :

At full occupancy: £2884 per week

At average occupancy over the last year - £3841 per week

The costs of other local similar provisions are:

Of the 6 local homes, 4 are graded at good or satisfactory and have a basic weekly price of between £1800 and £2000 per week.

If the assumption is made that the worst case scenario would be to incur replacement costs at the going local independent sector rate for the average numbers accommodated at the two Haringey Council homes, there is the potential for a saving of £319k in a full year at Home A and a saving of £398k in a full year at Home B. A total of £717k.

Even with an assumption that all 14 places will need to be repurchased, the saving is £249k in a full year. The actual savings are potentially greater, as the replacement service needs of the particular young people currently at the two homes are lower than the residential rate in many cases, as the preferred placement will be in fostering or in a semi supported independent placement.

It should be noted that the additional savings referred to are over and above the funding required for re-providing placements for young people in the local private sector and will not therefore impact on the resource that a young person needing a placement will receive.

Step 2 - Consideration of available data, research and information

You should gather all relevant quantitative and qualitative data that will help you assess whether at presently, there are differential outcomes for the different equalities target groups – diverse ethnic groups, women, men, older people, young people, disabled people, gay men, lesbians and transgender people and faith groups. Identify where there are gaps in data and say how you plug these gaps.

In order to establish whether a group is experiencing disproportionate effects, you should relate the data for each group to its population size. The Haringey [Borough Profile of Protected Characteristics](#) (can be found on the Website) will help you to make comparisons against Haringey's population size.

2 a) Using data from equalities monitoring, recent surveys, research, consultation etc. are there group(s) in the community who:

- **are significantly under/over represented in the use of the service, when compared to their population size?**
- **have raised concerns about access to services or quality of services?**
- **appear to be receiving differential outcomes in comparison to other groups?**

The timescales of these proposals and the short/medium term statements of purpose of the homes, mean that the children currently resident at Homes A and B will have already finished their planned placements at the homes and moved into their new placements ahead of any proposed closures and would not therefore be impacted by the proposals. The proposed closures will therefore only affect a small number of children (up to a maximum of 14 across both homes at any one time) who may have in future been placed in these homes.

The tables that follow are based on the total number of young people who have been resident at Homes A and B over the last two years and the profile of all Haringey Children in Care as at September 2011. These measures taken together provide an indicator of the profile of young people who would in future potentially be placed at one of these homes.

For gender and ethnicity, data from the school census is used as the measure for comparison in preference to census data from 2001.

Age

Age	No. young people resident in homes A & 2010-2012	% young people 2010-12	No. CiC September 2011	% CiC September 2011	% Mid-year Haringey population estimates 2009
Under 1			32	5.2%	8%
1			33	5.3%	8%
2			29	4.7%	8%
3			26	4.2%	7%
4			26	4.2%	7%
5			24	3.9%	6%
6			25	4.0%	6%
7			26	4.2%	6%
8			25	4.0%	5%

9			31	5.0%	4%
10			21	3.4%	4%
11			32	5.2%	5%
12	1	1.7%	33	5.3%	4%
13	9	15.3%	40	6.5%	5%
14	11	18.6%	42	6.8%	4%
15	19	32.2%	48	7.7%	4%
16	16	27.1%	57	9.2%	5%
17	3	5.1%	70	11.3%	5%
Total	59	100.0%	620	100.0%	100%

Source: Haringey Mid-year population estimates 2009

The remit of Home A is to provide placements for children aged 12-16 years, and Home B 13-17 years old the highest proportion of residents over the last 2 years have been aged 15 and 16.

The CiC profile shows that compared to the wider Haringey population, the CiC population is generally older (children aged 9 and 11-17 are over represented compared to the wider population) and children aged 10 and under 9 years old are underrepresented compared to the wider Haringey population.

Gender

Gender	No. young people resident in homes A & 2010-2012	% young people 2010-12	No. CiC September 2011	% CiC September 2011	Haringey School Population
F	30	50.8%	259	41.8%	48.8%
M	29	49.2%	361	58.2%	51.2%
Total	59		620		

Source: Haringey Pupil Level Annual Census January 2011

The proportion of males and females resident in Homes A and B over the last 2 years is approximately equal (49.2% and 50.8%), which relates to 29 and 30 young people respectively. The CiC profile shows that there is a relatively higher proportion of males in care than females in Haringey and they are over represented when compared to the Haringey School Population (58.2% compared to 51.2%).

This shows that the homes have taken a higher proportion of females over the last 2 years, relative to the wider CiC population and Haringey School population.

Ethnicity

Ethnicity	No. young people resident in homes A & 2010-2012	% young people 2010-12	No. CiC September 2011	% CiC September 2011	Haringey School Population
Asian	7	11.9%	33	5.3%	6.5%
Black	21	35.6%	252	40.6%	29.8%
Mixed	7	11.9%	89	14.4%	10.2%
Other	5	8.5%	32	5.2%	7.3%
White UK	11	18.6%	151	24.4%	18.4%
White Other	8	13.6%	63	10.2%	24.6%
No information	-	-	-	-	3.2%

Over the last 2 years, the highest proportion of children resident at Homes A and B have been of black ethnicities (35.6%), this is higher than the wider school population (29.8%) but lower than the wider CiC population (40.6%). Young people of Asian ethnicities are over represented compared to both the wider school profile and CiC population – 11.9% compared to 6.5% and 5.3% respectively. White UK children (13.6%) are under represented compared to both the wider school population (24.6%) and the wider CiC population (24.4%).

Disability

There were no young people with a disability resident at Homes A or B during the period Jan-April 2012. Data for residents over the past 2 years is not available. Analysis shows that 3.5% of children in care in 2011 were declared as disabled, this is an under representation when compared with the wider borough profile of 7.6%.

Haringey Council does not collect information on the following equality strands and assessment of impact on these service user groups is not therefore possible:

- Gender Reassignment
- Religion/ Belief
- Sexual Orientation
- Maternity & Pregnancy

2 b) What factors (barriers) might account for this under/over representation?

The data shows that girls, and young people of asian ethnicities are over represented in the population of young people resident at homes A and B over the last two years compared to both the wider Haringey CiC population and the Haringey school population. Children of black ethnicities are over represented compared to the wider school profile but under represented compared to the wider CiC population and the highest proportion of residents over the past 2 years were aged 15 and 16.

The placement of young people in Homes A and B is based on the individual needs of each child according to their individual care plan. The core purpose of the homes to some extent therefore determines the population of children who are placed there. The core purpose of these homes as set out in part 1 is to help young people aged 12-17 young people move on, either back to a family based setting or to planned foster care services or to support them in a move to semi-independence.

The factors that sit behind why children are taken into care, and particularly why some children are more likely to be in care, are complex and not within the scope of this EqIA.

2c) What other evidence or data will you need to support your conclusions and how do you propose to fill the gap?

No further data is required.

2d) What barriers and factors might account for under/over representation?

See 2b) above

Step 3 - Assessment of Impact

Using the information you have gathered and analysed in step 2, you should assess whether and how the proposal you are putting forward will affect any of the existing barriers facing people who have any of the characteristics protected under the Equality Act 2010. State what actions you will take to address any potential negative effects your proposal may have on them.

3 a) How will your proposal affect existing barriers? (Please tick below as appropriate)

Increase barriers?	Reduce barriers? x	No change?
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Comment (Whichever is applicable, explain why)

It should be noted that the timescales of these proposals and the short/medium term statements of purpose of the homes, mean that the children resident at Homes A and B will have already finished their planned placements at the homes and moved into their new placements ahead of any proposed closures and would not therefore be impacted by the proposals. The proposed closures will therefore only affect a small number of children (up to a maximum of 14 across both homes at any one time) who may have in future been placed in these homes. It is not possible to accurately predict the profile of these children. However the analysis of young people resident at the homes over the last two years shows that girls and young people of Asian ethnicities are over represented compared to the wider CiC population. Analysis of the Haringey children in care population in 2011 indicates that children of black ethnicities, aged 11-17 years old and males are over represented in the Haringey CiC population when compared to the wider Haringey population.

The intention of these proposals is to provide care at an equivalent or higher quality than previously for the group of young people who in future would otherwise have been placed in these homes. An increased need for supported living arrangements has been identified to support preparation for independence for the older teenagers in this group. Currently Home A is not a good or sustainable resource in this respect and as such the proposals offer the opportunity to provide more appropriate provision for these young people for example through semi-independent and integrated supported housing arrangements and fostering placements or where appropriate placement in a privately run home.

Analysis undertaken with Placement Officers indicates that the internal residential homes are not the first choice when a residential placement is sought. The evidence is that, should the Borough choose not to directly provide residential care, there is sufficient resource available in the wider market to fill the gap. There are 9 residential homes in the Borough – 3 provided by the Council including the respite care unit for children with disabilities. Under these proposals, the only Council run home that would remain would be the respite care unit. Of the six privately run homes, four are graded as satisfactory and two as good.

Key to ensuring that the Council's public sector equality duty is discharged both under current arrangements, and these proposals, are the close links between placements and allocated social workers, monitoring and evaluation processes, and external assessment. All children's residential homes are subject to inspection by Ofsted. The new Ofsted Framework clearly sets out that equality and diversity are a critical aspect across the evaluation schedule, which inspectors will take into account across all judgement areas and report on throughout the

inspection.¹ Haringey Children and Young People's Service are committed to ensuring that within a short timeframe, all placements for Haringey's looked after children are recognised by external assessment as good or outstanding. Where young people are placed in semi-independent placements which are not subject to the same level of regulation, improved systems for monitoring and evaluation are being put in place, including in relation to equality and diversity. Where this relates to contracted and commissioned services, this will be embedded into tenders, ensuring providers are aware of their roles and responsibilities in relation to the public sector equalities duty, particularly with regards to the protected characteristics overrepresented in the CiC population.

3 b) What specific actions are you proposing in order to reduce the existing barriers and imbalances you have identified in Step 2?

Young people in care are, by definition, one of the borough's most vulnerable groups and therefore any proposed changes to their placement arrangements will need to be carefully consulted on. This process will be enhanced by engaging an independent agency to act as advocates for the young people. This is being achieved by extending the advocacy contract with Barnardo's in order that we ensure objectivity in the process, giving the young people a solid platform from which they can provide their views on the proposals.

Integral to the selection of a child's placement is ensuring that the child's ethnic origin, cultural background, religion and language are considered and respected. This is one of the key principles set out further in the Council's forthcoming Permanency Strategy which establishes the principles and values inherent to all planning for children's permanence.

3 c) If there are barriers that cannot be removed, what groups will be most affected and what Positive Actions are you proposing in order to reduce the adverse impact on those groups?

Inline with local and National priorities² the additional savings realised by this proposal will support an overall shift to more upstream preventative early family intervention services across the Children and Young People's Service. This would include further development of family support services and services for families with multiple problems in order to help prevent young people entering the care system in the first place.

Many of these services and projects will be delivered through the CYPS Strategic Improvement Plan (SIP), linked to the Early Help, Parenting and Family Support and Families with Multiple and Complex Needs strands. Some elements are already in place, including the commissioning of the Multi-Systemic Therapy service which was launched on the 1st April 2012 and will work with up to 30 young people who are on the edge of care and custody. Also in place is a pilot project focussing on responding to the needs of this same group of children and young people. The project involves referral of young people aged 13 – 19 who have come to the attention of the First Response Service to the Youth, Community and Participation Service. These are young people about whom a professional (or a parent/carer) has enough concerns to contact First Response but who do not meet the criteria to receive a service from First Response. On referral, the service works with each young person on a one-to-one basis to identify actions that will lead to their engagement in positive activities, reduce risky behaviour and improve relationships with their families.

¹ Ofsted Framework for the inspection of children's homes for inspections from 1 April 2012

² *Early Intervention: Smart Investment, Massive Savings* The Second Independent Report to Her Majesty's Government Graham Allen MP

It should be noted that the additional savings referred to, are over and above the funding required for re-providing placements for young people in the local private sector and will not therefore impact on the resource that a young person needing a placement will receive. These proposals do not impact on any of the other services provided for young people in the care of the Local Authority and young people in care will continue to be supported through their individual care plans and services such as the Virtual School, leaving care services as appropriate and participation programmes such as the Children in Care Council.

Step 4 - Consult on the proposal

Consultation is an essential part of an impact assessment. If there has been recent consultation which has highlighted the issues you have identified in Steps 2 and 3, use it to inform your assessment. If there has been no consultation relating to the issues, then you may have to carry out consultation to assist your assessment.

Make sure you reach all those who are likely to be affected by the proposal. Potentially these will be people who have some or all of the characteristics listed below and mentioned in the Equality Act 2010:

- Age
- Disability
- Gender Re-assignment
- Marriage and Civil Partnership
- Pregnancy and Maternity
- Race, Religion or Belief
- Sex (formerly Gender) and
- Sexual Orientation

Do not forget to give feedback to the people you have consulted, stating how you have responded to the issues and concerns they have raised.

4 a) Who have you consulted on your proposal and what were the main issues and concerns from the consultation?

Staff – Staff and union consultation took place between 8th February and 9th March 2012. The main issues raised were around service delivery and can be found with management responses (in bold italics) below. The full consultation notes and management responses can be found in Appendix A and B of the report to Corporate Committee (15th May 2012).

- Some children received at the children's homes are very difficult to deal with and they wouldn't necessarily fit into a foster care environment.
Specialist trained foster carers will be developed and recruited to meet the needs of any young person who needs foster care.
- The availability and capacity of Haringey foster carers
The service is currently strengthening commissioning arrangements with Independent Fostering Agencies to secure additional capacity.
- The assumption is that it is cheaper to use other Private and Voluntary Sector homes and however staff suggested that they believe there are hidden costs.
Additional costs (such as the differential in 1:1 staffing where needed) are minimal and can be negotiated. Overall, savings are very significant compared to the cost of running the LA children's homes.
- A need for short term bed space
We are working to equip foster carers who can respond to emergencies and can deal with specialist/difficult situations.

- Staff raised concerns about closing homes before early intervention set up
There are a number of aspects of the early intervention work that are already in place and currently being developed:
 - ***The number of children in care has reduced by 50 over the last 6 months.***
 - ***We are examining our care population to make sure that the right young people are in care and that young people can be supported at home where that is safe.***
 - ***We have increased the number of fostering arrangements***
 - ***33 family members have had children placed with them in the last year.***
 - ***The Multi-systemic Therapy project commenced on 1st April and will work with 30 young people.***

Service User – Consultation with young people resident at Homes A and B was undertaken between 8th February and 13th April 2012. Some sessions were facilitated by Barnardo's in addition to meetings with the Head of Service for Commissioning and Placements and as part of ordinary meetings with staff at the homes.

Barnardo's sessions are described here:

- Focus Group discussion at both children's homes on 8th Feb 2012 – 1.5hrs per home, with three residents from Home A, and five residents from Home B. At both homes young people indicated that they would like a piece of flip chart to be left with them so they could add any comments between Barnardo's visits. The young people were also left the Barnardo's staff contact cards- incase they wished to contact them to arrange a one to one session or if they had any questions.
- Individual consultations were offered on 15th Feb 2012 at both children's homes in the form of one-to-one consultation or via a questionnaire provided. None of the young people took up the offer for one-to-one interviews, however three young people completed questionnaires. All other young people were provided with the questionnaire.
- Visits to both children's homes on 29th Feb 2012 to provide another opportunity for young people to express views and to collect any further completed questionnaires or undertake one to one sessions.
- Young people provided with an opportunity to review the final report to make sure they are happy with it.

The report summary is below:

In summary, broadly speaking most of the young people who took part in the consultation did not feel the closure of the homes would have a significant impact on them individually; however there was agreement that Children's Homes were an important resource for young people who found foster care a difficult environment to live in.

The support and friendship young people could derive from each other was consistently mentioned and was seen as a significant benefit of living in the Children's Homes.

Some young people were very conscious of the historical importance of one of the Children's Homes for themselves and other young people who had lived there over the decades. There were some thoughtful suggestions for future use of the buildings which mainly focussed on keeping these as a resource for the children and young people of Haringey.

Although most of the young people consulted with expressed an interest in marking the closure of the Children’s Homes, there was no real consensus regarding what form this might take.

Overall, it was apparent that the young people appreciated the consultation process and at times were passionate and enthusiastic about sharing their views. It is clear that if the recommendation to close the Children’s Homes is agreed then young people would like information to be shared with them in a timely fashion and they would also like to be involved where possible in planning for the closure of the Children’s Homes.

In total, 10 young people placed in Homes A and B at the time of consultation contributed to the process. The profile of the young people consulted was:

Ethnic Group	%
Other	10%
Mixed	30%
White British	20%
White Irish	20%
Black British/Caribbean	20%

Age	%
13	10%
14	30%
15	20%
16	0%
17	40%

Gender	%
Female	60%
Male	40%

Disability	%
Yes	0%
No	100%

4 b) How, in your proposal have you responded to the issues and concerns from the consultation?

Please see 4 a) for response to concerns raised through the staffing consultation. Resulting actions in relation to specialist foster carer development and training; and increasing foster carer numbers are set out in the action plan.

Management response to the service user consultation

The young people’s contribution to the future of service provision is valuable and will also be used in relevant contexts in other service planning such as commissioning placements and planning support services. There were also some issues raised in consultation which will be taken up with individual young people about the impact of their own experiences.

This consultation with young people did not provide any information which would impact on the closure of the homes and the young people were particularly clear about the lack of impact on them personally.

4 c) How have you informed the public and the people you consulted about the results of the consultation and what actions you are proposing in order to address the concerns raised?

Young People will receive individual letters summarising the response and be given the opportunity to meet with the Head of Service at the homes for discussion.

The Committee Report and this EqlA are intended to be public documents and will be published accordingly.

Step 5 - Addressing Training

The equalities issues you have identified during the assessment and consultation may be new to you or your staff, which means you will need to raise awareness of them among your staff, which may even training. You should identify those issues and plan how and when you will raise them with your staff.

Do you envisage the need to train staff or raise awareness of the equalities issues arising from any aspects of your proposal and as a result of the impact assessment, and if so, what plans have you made?

Any staff member affected by the restructure will be fully supported through the Council's package of HR support.

The training implications of these proposals relate to the development and recruitment of specialist foster carers who are able to meet the needs of any young person who may require a foster placement, including those with challenging behaviours. In addition all commissioned and contracted provision need to be made aware of their roles and responsibilities in relation to the public sector equalities duty, particularly with regards to the protected characteristics overrepresented in the CiC population. This will be embedded into tenders.

Step 6 - Monitoring Arrangements

If the proposal is adopted, there is a legal duty to monitor and publish its actual effects on people. Monitoring should cover all the protected characteristics detailed in Step 4 above. The purpose of equalities monitoring is to see how the proposal is working in practice and to identify if and where it is producing disproportionate adverse effects and to take steps to address those effects. You should use the Council's equal opportunities monitoring form which can be downloaded from Harinet. Generally, equalities monitoring data should be gathered, analysed and report quarterly, in the first instance to your DMT and then to the Corporate Equalities Board.

What arrangements do you have or will put in place to monitor, report, publish and disseminate information on how your proposal is working and whether or not it is producing the intended equalities outcomes?

▪ ***Who will be responsible for monitoring?***

Overall responsibility for outcomes for Children in Care sits with the Corporate Parenting Advisory Committee and outcomes are monitored as part of the work of the Commissioning and Placements Service and Children in Care Service. Responsibility for ensuring educational attainment lies within the network around the child and the Virtual School has responsibility to promote good educational outcomes for all children in care.

▪ ***What indicators and targets will be used to monitor and evaluate the effectiveness of the policy/service/function and its equalities impact?***

Individual Placement monitoring

- Every child in care has a Care Plan which includes a Personal Education Plan against which progress is monitored and measured. LAC reviews, carried out by Independent Reviewing officers take place within 10 days of entry to care then 28 days then at least 6 monthly. These reviews look at the implementation of the whole Care Plan.
- Children in Care placements are allocated and monitored by the Resources Panel and children with complex needs whose placements are joint funded are reviewed at Complex Care Panel. These Panels are both funding panels that deal with resourcing of Care Plans, however particularly in the Complex Care Panel, they may also offer case advice.
- Children in Care receive annual health assessments
- Safeguarding Panel agrees and reviews all children who are likely to come into care or have just come into Care.
- The Children in Care Council also ensures that CiC can feed into service delivery and development

Provision monitoring

- All foster carers (internal or external) are annually reviewed according to Fostering Regulations.
- All children's homes are inspected by Ofsted approximately 6 monthly. All children's homes are also required to have 12 visits under Regulation 33 per year. Additionally, the placements team routinely undertake spot checks of placements, especially where there may be concerns.

Local and National Indicators

- No. of Children in Care
- No. of children leaving care
- No. who started to be looked after during a year
- No. who ceased to be looked after during a year + length of time in care
- Placement type and placement location (by authority)
- Distance between home and placement
- Placement stability
- No. of days in care
- School attendance
- GCSE results at KS4
- Young Person Employed/ in Education and or /in Training on 19th birthday
- % care leavers in suitable accommodation

▪ ***Are there monitoring procedures already in place which will generate this information?***

Yes, all indicators are monitored through Commissioning and Placements, Children in Care, The Virtual School and the corporate Policy and Performance team.

▪ ***Where will this information be reported and how often?***

The Sufficiency Dataset is produced twice a year and reports against the above indicators for Children and Families senior management.

Step 7 - Summarise impacts identified

In the table below, summarise for each diversity strand the impacts you have identified in your assessment

Age	Disability	Race	Sex	Religion or Belief	Sexual Orientation	Gender Reassignment	Marriage and Civil Partnership	Pregnancy and Maternity
The remit of Home A is to provide placements for children aged 12-16 years, and Home B 13-17 years old the highest proportion of residents over the last 2 years have been aged 15 and 16.	No disproportionate impact identified	Over the last 2 years, the highest proportion of children resident at Homes A and B have been of black ethnicities. Young people of Asian ethnicities are over represented compared to both the wider school profile and CiC population.	Homes A and B have taken a higher proportion of females over the last 2 years, relative to the wider CiC population and Haringey School population. In contrast, males are over represented in the wider CiC population when compared to the Haringey School Population.	Information not collected by service – No disproportionate impact identified	Information not collected by service – No disproportionate impact identified	Information not collected by service – No disproportionate impact identified	Information not collected by service – No disproportionate impact identified	Information not collected by service – No disproportionate impact identified

Step 8 - Summarise the actions to be implemented

Please list below any recommendations for action that you plan to take as a result of this impact assessment.

Issue	Action required	Lead person	Timescale	Resource implications
Consultation	Full stakeholder and service user consultation to be undertaken	Deputy Director, Children and Families. HoS Commissioning and Placements	February 2012 – April 2012	Within service resources
Consultation response	Individual response letters and an opportunity to meet with the HoS for all young people involved in the consultation	HoS Commissioning and Placements	April 2012	Within service resources
Ensure adequate support and advocacy available for young people	Explore potential for extending current Barnardo's advocacy contract	Deputy Director, Children and Families. HoS Commissioning and Placements	February 2012	To be identified
Further develop preventative early family intervention services across the Children and Young People's Service in order to help prevent young people entering the care system.	e.g. Multi-systemic Therapy model for children on the edge of care and custody	Deputy Director, Children and Families and Assistant Director, Safeguarding.	December 2012	Reinvestment of resources realised by this proposal
Ensure tenders facilitate high quality placements that meet	Embed high quality monitoring and evaluation	HoS Commissioning and Placements	April 2012 onwards	Within service resources

the needs of all young people, particularly in terms of protected characteristics	expectations into semi-independent and integrated supported housing tenders	Commissioning Manager, CYPS		
Meeting the needs of all young people, including those with challenging behaviours who may not otherwise fit into a foster care environment.	Recruitment and training of specialist foster carers to meet the needs of any young person who needs foster care.	HoS Commissioning and Placements	April – December 2012	Within service resources
Increase foster carer numbers in Haringey	Strengthen commissioning arrangements with Independent Fostering Agencies to secure additional capacity.	HoS Commissioning and Placements	Ongoing	Within service resources
Ensuring issues related to protected characteristics such as ethnicity and culture are at the heart of planning for children.	Development and implementation of the key principles of the forthcoming Permanency Strategy.	HoS Children in Care	2012	Within service resources

Step 9 - Publication and sign off

There is a legal duty to publish the results of impact assessments. The reason is not simply to comply with the law but also to make the whole process and its outcome transparent and have a wider community ownership. You should summarise the results of the assessment and intended actions and publish them. You should consider in what formats you will publish in order to ensure that you reach all sections of the community.

When and where do you intend to publish the results of your assessment, and in what formats?

The staffing and service delivery EqIA's will be available on the Council's web pages and will be published as part of the final report to the Lead member.

Assessed by (Author of the proposal):

Name:

Designation:

Signature:

Date:

Quality checked by (Policy, Equalities and Partnerships Team):

Name: Arleen Brown and Helena Pugh

Designation: Senior Policy Officer/Policy and Equalities Manager

Signature: *Helena Pugh*

Date: 16/04/12

Sign off by Directorate Management Team:

Name:

Designation:

Signature:

Date:

Ref: IA\PI\PEP\EQUALITIES\equalities impact assessment for service delivery template (update November 2011)