

EQUALITY IMPACT ASSESSMENT - TRAFFORD COUNCIL

A. Summary Details		
1	Title of EIA:	Children's Services (EH&CSC) Targeted Savings on Children's Placements - absorbing demographic
2	Person responsible for the assessment:	Pamela Wharton , (Director of Early Help and Children's Social Care)
3	Contact details:	pamela.wharton@trafford.gov.uk
4	Section & Directorate:	Early Help & Children's Services
5	Name and roles of other officers involved in the EIA, if applicable:	Pamela Wharton

B. Policy or Function		
1	Is this EIA for a policy or function?	Policy <input type="checkbox"/> Function <input checked="" type="checkbox"/>
2	Is this EIA for a new or existing policy or function?	New <input type="checkbox"/> Existing <input checked="" type="checkbox"/> Change to an existing policy or function <input type="checkbox"/>
3	What is the main purpose of the policy/function?	<p>The placement budget covers costs of providing a home for our children and young people for whom the Local Authority are looking after – we call these children our Cared for Children. Our aspiration is to have the majority of our children in a family but there are some children and young people who have complex needs which need to be met through residential homes.</p> <p>We have as part of our improvement journey reviewed arrangements and oversight of children needing to become cared for.</p> <p>This requires us to have:</p> <ul style="list-style-type: none"> • Clear systems and supports to try and support children and families remaining at home (Edge of Care services and support provided through

		<p>our No Wrong Door model).</p> <ul style="list-style-type: none"> • Robust gatekeeping processes – to consider whether any further support can be provided rather than entry to care. • Appropriate matching to ensure that when children are cared for, we have the right placement to meet their needs (sufficiency). • Systems and processes for “stepping down” children from external care providers or to return home (permanence). <p>In doing so we will be able to ensure value for money and realise our targeted savings programme.</p>
4	Is the policy/function associated with any other policies of the Authority?	<p>Early Help & Children’s Social Care Ambitions Plan Sufficiency Statement Corporate Parenting Strategy No Wrong Door Service</p>
5	Do any written procedures exist to enable delivery of this policy/function?	<p>Terms of Reference are in place for our Resource Panel which will be our edge of care/entry to care gatekeeping panel. Children’s Services policies and procedures are in place. Performance Management and Quality Assurance framework is in place to ensure that the social work practice and decision making in this area is robust. See above for associated strategies.</p>
6	Are there elements of common practice not clearly defined within the written procedures? If yes, please state.	No
7	Who are the main stakeholders of the policy? How are they expected to benefit?	<p>Our main stakeholders are children, young people and their families. Also:</p> <ul style="list-style-type: none"> • Children Social Care and Early Help staff. • Providers such as foster carers, residential practitioner and commissioned partners. • Community partners, health, education and GMP. • Elected members at Trafford Council.

8	How will the policy/function (or change/improvement), be implemented?	<p>We have completed our review of our No Wrong Door model at Kindle and are in the implementation phase which will enable us to offer a more robust service to children and families on the edge of care, or to return children to their families in a timely manner where they have needed to come into care for a short time. This will link into the Edge of Care Panel.</p> <p>Roll out of other procedural changes and changes to working practices such as High Cost Care Panel (in place since July 2022). Finalisation of the Terms of Reference for the Resource Panel/Edge of Care Panel is underway and we have plans to introduce that in this financial year.</p> <p>Implementation and communication plans across the whole service will ensure that changes are cascaded across the whole service.</p>
9	What factors could contribute or detract from achieving these outcomes for service users?	<p>Working with our partners to develop agreement for funding contributions where children have complex and multiple needs.</p> <p>The depth/complexity of service users' needs could mean that we are unable to manage their needs locally or maintain them within family provision.</p> <p>Insufficient placements internally and nationally.</p> <p>Demand led pressures as a consequence of the continued response to the pandemic particularly in respect of children and young peoples emotional/mental health.</p> <p>Changes in National strategy and legislation.</p>
10	Is the responsibility for the proposed policy or function shared with another department or authority or organisation? If so, please state?	<p>Yes – Corporate parenting is a shared responsibility across the Council and with partners. In addition, the Commissioning of placements is a shared responsibility with the Commissioning Team.</p>

C. Data Collection on People Impacted by Policy or Function

1	Do you have monitoring data on the number of people (from different equality groups) who are using or are potentially impacted upon by your policy/ function?	<p>We have data which provides us with an overview of our current care population and age and ethnicity, placement demographics etc.</p> <p>We have demographic information in respect of our foster carer population</p> <p>We also have financial systems and processes which provide a detailed analysis of placement costs.</p>												
2	Please specify monitoring information you have available and attach relevant information*.	<p>The above information contains personal identifiable information in respect of adults, children and young people.</p> <p>We currently have 337 children and young people cared for by Trafford Council.</p> <p>The age range for our children and young people cared for is 0-17 years. We have responsibility for our Care Experienced young people who have left care up to the age of 25. Our biggest cohort of cared for children are in the 15-17 age range, but this is almost matched by the 10-14 age range.</p> <table border="1" data-bbox="913 887 1778 1126"> <tr> <td>Age Profile:</td> <td></td> </tr> <tr> <td>0</td> <td>3.6%</td> </tr> <tr> <td>1-4</td> <td>10.4%</td> </tr> <tr> <td>5-9</td> <td>16.9%</td> </tr> <tr> <td>10-14</td> <td>33.2%</td> </tr> <tr> <td>15-17</td> <td>35.6%%</td> </tr> </table> <p>Gender- We have 160 (47.5%) female and 175 male (51.9%) 2 young people who are non-binary.</p> <p>We have 15 Unaccompanied Asylum-Seeking Children. This equates to 4.4% of our Cared For population and 0.03% of our 0-17 population in the Borough (Home Office</p>	Age Profile:		0	3.6%	1-4	10.4%	5-9	16.9%	10-14	33.2%	15-17	35.6%%
Age Profile:														
0	3.6%													
1-4	10.4%													
5-9	16.9%													
10-14	33.2%													
15-17	35.6%%													

recently adjusted the upper 'limit' to 0.1%).

Broad ethnicity of Cared For population:

White	69.4%
Black	6.5%
Asian	6.2%
Mixed	13.5%
Other	4.4%
Refused	0

The proportion of young people with Mixed and Black ethnicities are higher than we would expect compared to the January 2022 school census (more recent than the national census): 13.5% compared to 8.7% and 6.5% compared to 4.3%, respectively. The proportion of Cared For young people with White ethnicity is slightly higher than we would expect, (63.8% in school census).

Young people with an Asian ethnicity are significantly under-represented in the Cared For group: the school census shows 15.6% of young people having an Asian ethnicity.

Our complex needs service is currently working with 101 children and of this cohort, 21 of whom are currently Cared For.

Complex Needs children account for a significant proportion of those with placements in Children's Homes, currently equating to 30% of the total.

179 young people are receiving after care services.

		<p>Broad Ethnicity:</p> <table border="1"> <tr> <td>White</td> <td>66.5%</td> </tr> <tr> <td>Black</td> <td>14%</td> </tr> <tr> <td>Asian</td> <td>6.7%</td> </tr> <tr> <td>Mixed</td> <td>11.7%</td> </tr> <tr> <td>Other</td> <td>3.4%</td> </tr> <tr> <td>Refused</td> <td>0.6%</td> </tr> </table> <p>We have in place High Cost Placement Monitoring Panel and a Permanence Panel in place. A Resource/Edge of Care Panel is being established.</p>	White	66.5%	Black	14%	Asian	6.7%	Mixed	11.7%	Other	3.4%	Refused	0.6%
White	66.5%													
Black	14%													
Asian	6.7%													
Mixed	11.7%													
Other	3.4%													
Refused	0.6%													
3	If monitoring has NOT been undertaken, will it be done in the future, or do you have access to relevant monitoring data?	Not applicable												

**Your monitoring information should be compared to the current available census data to see whether a proportionate number of people are taking up your service*

D. Consultation & Involvement		
1	Are you using information from any previous consultations and/or local/national consultations, research or practical guidance that will assist you in completing this EIA?	The work will involve consultation with staff, Independent Reviewing Officer and children and young people and their families in respect of individual changes to planning.

		<p>Detailed comparator analysis has taken place in respect of our need and demand for placements for cared for children.</p> <p>Our Sufficiency Statement, which is a statutory requirement, provides detailed analysis in respect of our ability to meet need and the gaps in placement availability. There is a clear action plan in place.</p>
2	Please list any consultations planned, methods used and groups you plan to target. (If applicable)	<p>We have consulted with the staff and Kindle Lodge and the service is now in an implementation stage of our No Wrong Door model which will enable us to offer a more robust service to children and families on the edge of care and this will link into the Edge of Care Panel.</p> <p>A number of foster care forums have been established to help support recruitment and retention initiatives of Trafford foster carers.</p> <p>A providers' forum is in place.</p>
3	**What barriers, if any, exist to effective consultation with these groups and how will you overcome them?	Due to Covid-19 restrictions, full 'face to face' consultation and discussions did not taken place in person but via virtual meetings and discussions.

***It is important to consider all available information that could help determine whether the policy/ function could have any potential adverse impact. Please attach examples of available research and consultation reports*

E: The Impact – Identify the potential impact of the policy/function on different equality target groups

The potential impact could be negative, positive or neutral. If you have assessed negative potential impact for any of the target groups you will also need to assess whether that negative potential impact is high, medium or low

	Positive	Negative (please specify if High,	Neutral	Reason
--	----------	-----------------------------------	---------	--------

		Medium or Low)		
Sex	√	Low		Majority of Cared 4 Children and Care Living in high cost placements are male. Edge of Care workers will need to be equipped to engage with the needs of this demographic. The main aim is to keep these young people out of care and in their local communities and where they need to come into care to ensure that there is local family-based care available. Decision making about placements will be based on individual assessment of need.
Pregnant women & women on maternity leave			√	The proposals should not impact disproportionately upon any individual staff or young people. All the plans we make are made on the basis of individual needs of the young person/child.
Gender Reassignment			√	The proposals should not impact disproportionately upon any individual staff or young people. Individual needs will be taken into account.
Marriage & Civil Partnership			√	The proposals should not impact disproportionately upon any individual staff or young people. Should a young person enter into a marriage or civil partnership then their care package will be reviewed.
Race- include race, nationality & ethnicity (NB: the experiences may be different for	√			The proposals should not impact disproportionately upon any individual

different groups)				staff or young people. Any young person's ethnic and cultural needs will be addressed in their care package and staying in their families and local communities will be of benefit to them.
Disability – physical, sensory & mental impairments			√	The proposals should not impact disproportionately upon any individual staff or young people. All the plans we make are made on the basis of individual needs of the young person/child.
Age Group - specify e.g. older, younger etc.	√			The proposals should not impact disproportionately upon any individual staff or young people. The young people impacted by this proposal are aged from 10 years and above and should benefit from being able to remain in their families and communities.
Sexual Orientation – Heterosexual, Lesbian, Gay Men, Bisexual people			√	The proposals should not impact disproportionately upon any individual staff or young people. Individual needs will be taken into account.
Religious/Faith groups (specify)	√			The proposals should not impact disproportionately upon any individual staff or young people. Any young person's religious and faith needs will be addressed in their care package and staying in their families and local communities will be of benefit to them.

As a result of completing the above what is the potential negative impact of your policy?

High

Medium

Low

Neutral

F. Could you minimise or remove any negative potential impact? If yes, explain how.

Race:	Not applicable
Sex & Gender, including pregnancy & maternity, gender reassignment, marriage & civil partnership	Not applicable
Disability:	Not applicable
Age:	Not applicable
Sexual Orientation:	Not applicable
Religious/Faith groups:	Not applicable
Also consider the following:	
1	If there is an adverse impact, can it be justified on the grounds of promoting equality of opportunity for a particular equality group or for another legitimate reason?
	N/A
	N/A
2	Could the policy have an adverse impact on relations between different groups?
	N/A
3	If there is no evidence that the policy <i>promotes</i> equal opportunity, could it be adapted so that it does? If yes, how?
	N/A

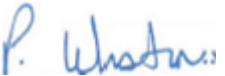
G. EIA Action Plan

Recommendation	Key activity	When	Officer Responsible	Progress milestones
----------------	--------------	------	---------------------	---------------------

<p>Ensure we have a robust gate keeping and edge of care prevention approaches.</p>	<p>Develop Edge of Care Panel.</p> <p>Implementation of the NwD model</p>	<p>April 2023</p>	<p>Glen Perryman</p>	<p>Dates for Panel to be set.</p> <p>Review of Panel to take place at 6 months.</p> <p>Implementation Plan for No Wrong Door Recruitment of key partner posts in NWD.</p>
<p>Implementing the Sufficiency Strategy and Action Plan</p>	<p>Review of Sufficiency Action Plan</p>	<p>In progress</p>	<p>Glen Perryman</p> <p>Laura Barton</p>	<p>Commitment to review “placement sufficiency across Greater Manchester to capture the varied needs of looked after children alongside the current offer of placements and the requirements of placements in the future” and to “develop a Greater Manchester Commissioning Plan and Sufficiency Strategy to ensure children coming into care are provided with a quality placement which meets their needs, ensuring permanence is achieved at the earliest stage.” This work is ongoing.</p>

Housing Options for foster Carers and young People	House Project Implementation Housing provision for Foster Carers to increase capacity	Ongoing	Tracey Arnold Laura Barton Glen Perryman	Young people identified Provider(s) being secured. Implementation Plan – Coram and TTH partnership working.
--	--	---------	--	--

Please ensure that all actions identified are included in the attached action plan and in your service plan.

Signed: 
Lead Officer: Pamela Wharton, Director
Early Help & Children's Social Care
Date: 20.02.2023

Signed
Service Head
Date:

If this EIA is to accompany a budget proposal please include sign off from a member of CLT:

Signed:

Date: