

PART A - Initial Equality Screening Assessment

As a public authority we need to ensure that all our strategies, policies, service and functions, both current and proposed have given proper consideration to equality and diversity.

A **screening** process can help judge relevance and provide a record of both the process and decision. Screening should be a short, sharp exercise that determines relevance for all new and revised strategies, policies, services and functions.

Completed at the earliest opportunity it will help to determine:

- the relevance of proposals and decisions to equality and diversity
- whether or not equality and diversity is being/has already been considered, and
- whether or not it is necessary to carry out an Equality Analysis (Part B).

Further information is available in the Equality Screening and Analysis Guidance – see page 9.

1. Title	
Title: Operational Delivery of LAC Sufficiency Strategy - Proposals to Develop New Residential Provision	
Directorate: Children and Young People's Services	Service area: Looked After Children
Lead person: William Shaw	Contact number: 07585 795 977
Is this a:	
<input type="checkbox"/> Strategy / Policy	<input checked="" type="checkbox"/> Service / Function
<input type="checkbox"/> Other	
If other, please specify	

2. Please provide a brief description of what you are screening
A proposal to develop a range of in-house residential provision including emergency accommodation for Rotherham looked after children.
The proposal provides an opportunity for Rotherham to invest in residential provision

which will;

- Ensure more children and young people are placed in Rotherham close to their communities, families, friends and schools
- Deliver improved outcomes for looked after children
- Develop a service model that encourages step-down to family based placements.
- Provide a local response to the increasing demand for a range of residential placements
- Provide greater flexibility and control of provision
- Reduce placement costs and support the delivery of directorate savings

The in-house residential provision will include a total of 16 residential and 2 emergency beds across 7 children’s homes. This growth of provision will ensure Rotherham has a similar percentage of in house residential per total looked after children as other local authorities across the region.

- Two 4-bed residential homes. These homes will provide intensive, support and work with children to help them move into a family settings within an agreed period of time. Additional support will be provided through a therapeutic team, step down foster carers and edge of care workers.
- Two 1-bed regulated and registered emergency accommodation homes. These will provide short-term (no longer than 28 days) support for children at the point of crisis.
- Two 2-bed family orientated longer term homes for children with complex needs.
- One 4 bed residential HUB. This home will provide a range of provision, support and outreach to prevent entry to care and reduce foster care placement breakdown.

3. Relevance to equality and diversity

All the Council’s strategies/policies, services/functions affect service users, employees or the wider community – borough wide or more local. These will also have a greater/lesser relevance to equality and diversity.

The following questions will help you to identify how relevant your proposals are.

When considering these questions think about age, disability, sex, gender reassignment, race, religion or belief, sexual orientation, civil partnerships and marriage, pregnancy and maternity and other socio-economic groups e.g. parents, single parents and guardians, carers, looked after children, unemployed and people on low incomes, ex-offenders, victims of domestic violence, homeless people etc.

Questions	Yes	No
Could the proposal have implications regarding the accessibility of services to the whole or wider community? <i>(Be mindful that this is not just about numbers. A potential to affect a small number of people in a significant way is as important)</i>	x	
Could the proposal affect service users? <i>(Be mindful that this is not just about numbers. A potential to affect a small number of people in a significant way is as important)</i>	x	

Has there been or is there likely to be an impact on an individual or group with protected characteristics? <i>(Consider potential discrimination, harassment or victimisation of individuals with protected characteristics)</i>	x	
Have there been or likely to be any public concerns regarding the proposal? <i>(It is important that the Council is transparent and consultation is carried out with members of the public to help mitigate future challenge)</i>	x	
Could the proposal affect how the Council's services, commissioning or procurement activities are organised, provided, located and by whom? <i>(If the answer is yes you may wish to seek advice from commissioning or procurement)</i>	x	
Could the proposal affect the Council's workforce or employment practices? <i>(If the answer is yes you may wish to seek advice from your HR business partner)</i>	x	
If you have answered no to all the questions above, please explain the reason		

If you have answered **no** to all the questions above please complete **sections 5 and 6**.

If you have answered **yes** to any of the above please complete **section 4**.

4. Considering the impact on equality and diversity

If you have not already done so, the impact on equality and diversity should be considered within your proposals before decisions are made.

Considering equality and diversity will help to eliminate unlawful discrimination, harassment and victimisation and take active steps to create a discrimination free society by meeting a group or individual's needs and encouraging participation.

Please provide specific details for all three areas below using the prompts for guidance and complete an Equality Analysis (Part B).

- **How have you considered equality and diversity?**

On December 31st 2019 there were 65 Looked after Children in residential placements. This equates to 10.50% of the total LAC population (619 children). Of the 65 children placed in a residential placement on 31st December 2019, 81.54% (53 children) were between the ages 11-16yrs. Of the 65 children placed in a residential placement 49 (75.38%) were placed over twenty miles away.

See Looked After Children and Care Leavers Sufficiency Strategy 2019-2022 for further demographic detail and information.

CYPS has a strategic intention to reduce out of borough residential placements by the development of in house children homes, which will

- Ensure more children and young people are placed in Rotherham close to their communities, families, friends and schools
- Deliver improved outcomes for looked after children
- Develop a service model that encourages step-down to family based placements.
- Provide a local response to the increasing demand for a range of residential placements
- Provide greater flexibility and control of provision
- Reduce placement costs and support the delivery of directorate savings

Issues around race, disability, maternity, belief, gender and sexual orientation will be carefully considered in the referral matching process when deciding where children and young people are placed in the new provision.

Children and young people with the protected characteristics above will be involved with the development of the new provision and services.

- **Key findings**

Looked after children are some of Rotherham's most vulnerable children. This proposal will seek to improve the health, social care and education outcomes and address inequalities for these children.

The proposal will bring Rotherham children back to Rotherham and ensure they are placed (where appropriate) close to their families, schools, friends and local communities.

Children being placed in Rotherham will enable them to access local services, help and support more easily.

The LAC Sufficiency Strategy 2019 - 2022 provides detailed information on the profile of looked after children in Rotherham. This information will inform the development and implementation of the proposal.

- **Actions**

A range of approaches will be used to ensure that looked after children play a key part in design, delivery and implementation of the proposal. The LAC Council have identified the proposal as one of their key projects for the year.

Frontline staff, partner agencies, foster carers and parents / carers will also be consulted and be able inform the development and implementation.

The proposal will involve the recruitment of a significant numbers of new staff for the residential provision. A range of diverse safer recruitment techniques will be used to ensure staff are recruited with the right skills, experience and values.

The development of in house residential provision including emergency accommodation will ensure that Rotherham looked after children are cared for in a range of settings by consistent, trained and well supported staff.

Date to scope and plan your Equality Analysis:	31.1.20
Date to complete your Equality Analysis:	2.3.20
Lead person for your Equality Analysis (Include name and job title):	William Shaw CYPS Head of Development Programmes

5. Governance, ownership and approval

Please state here who has approved the actions and outcomes of the screening:

Name	Job title	Date
Jackie Mould	Head of Performance, Intelligence and Improvement	22/1/20
Jenny Lingrell	Joint Assistant Director Commissioning, Performance & Inclusion	21/1/20

6. Publishing

This screening document will act as evidence that due regard to equality and diversity has been given.

If this screening relates to a **Cabinet, key delegated officer decision, Council, other committee or a significant operational decision** a copy of the completed document should be attached as an appendix and published alongside the relevant report.

A copy of **all** screenings should also be sent to equality@rotherham.gov.uk For record keeping purposes it will be kept on file and also published on the Council's Equality and Diversity Internet page.

Date screening completed	
Report title and date	
If relates to a Cabinet, key delegated officer	

decision, Council, other committee or a significant operational decision – report date and date sent for publication	
Date screening sent to Performance, Intelligence and Improvement equality@rotherham.gov.uk	