

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: Care Leaver Charter

Directorate: Children and Young People Services

Service area: Children's Social Care

Lead person:
Stuart Williams

Contact:
Stuart.williams@rotherham.gov.uk

Is this a:

☐

Strategy / Policy

☐

Service / Function

☒

Other

If other, please specify

2. Please provide a brief description of what you are screening

This is an update to Cabinet requesting approval to develop the Care Leavers Charter, to ensure we continue to excel in our corporate parenting responsibilities.

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?	Yes	
Could the proposal affect service users?	Yes	
Has there been or is there likely to be an impact on an individual or group with protected characteristics?	Yes	
Have there been or likely to be any public concerns regarding the proposal?		No
Could the proposal affect how the Council's services, commissioning or procurement activities are organised, provided, located and by whom?	Yes	
Could the proposal affect the Council's workforce or employment practices?	Yes	
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?**

Children in care and care leavers face significant disadvantages when it comes to employment due to a combination of systemic, social, and personal factors. There is

often disruption to education and training for those in care and this can impact on academic achievement. Further to this it is often the case that children and young people who have care experienced have a lack of support networks and social capital this can impact on opportunities for mentoring, professional contacts, references and general support in relation to employability. Some employers may hold negative stereotypes about those with care experience, and many feel reluctant to share their background and experiences fearing discrimination.

- **Key findings**

Care Leavers often face barriers to employment, and this can be a foundation for success in many other areas; earning an income, housing, career progression, self-belief and improved mental health. This proposal for Cabinet's consideration will support those with care experience into work, support the local businesses and improve social mobility and an inclusive economy.

- **Actions**

The individual needs of children in care and Care Leavers is continually considered and reviewed and Further Equality Impact Analysis will be completed as required as part of the delivery associated with the strategy. The actions as presented to Cabinet will endorse the local authority taking every opportunity to support those with care experience.

Date to scope and plan your Equality Analysis:	July 2026
Date to complete your Equality Analysis:	July 2026
Lead person for your Equality Analysis (Include name and job title):	Jane Wood – Head of Service Children in Care

5. Governance, ownership and approval

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

Name	Job title	Date
Stuart Willaims	Service Director, Children's Social Care	17 th July 2026
Nicola Curley	Executive Director, Children & Young Peoples Service	17 th July 2026

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	17 th July 2026
Report title and date	Care Leavers Charter
If relates to a Cabinet, key delegated officer decision, Council, other committee or a significant operational decision – report date and date sent for publication	14 th September 2026
Date screening sent to Performance, Intelligence and Improvement equality@rotherham.gov.uk	17 th July 2026