

PART B – Equality Analysis Form

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.

This form:

- Can be used to prompt discussions, ensure that due regard has been given and remove or minimise disadvantage for an individual or group with a protected characteristic
- Involves looking at what steps can be taken to advance and maximise equality as well as eliminate discrimination and negative consequences
- Should be completed before decisions are made, this will remove the need for remedial actions.

Note – An Initial Equality Screening Assessment (Part A) should be completed prior to this form.

When completing this form consider the Equality Act 2010 protected characteristics 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. – see page 11 of Equality Screening and Analysis Guidance.

1. Title	
Equality Analysis title: Care Leaver Charter	
Date of Equality Analysis 27/7/26	
Directorate: CYPS	Service area: Care Leavers
Lead Manager: Jane Wood	Contact number: 01709 254791
Is this a: ☐ Strategy / Policy ☒ Service / Function ☐ Other If other, please specify	

2. Names of those involved in the Equality Analysis (Should include minimum of three people) - see page 7 of Equality Screening and Analysis Guidance

Name	Organisation	Role (eg service user, managers, service specialist)
Nicola Curley	RMBC	Executive Director of Children's Services
Stuart Williams	RMBC	Service Director Children's Social Care
Jane Wood	RMBC	Head of Service Children in Care

3. What is already known? - see page 10 of Equality Screening and Analysis Guidance

Aim/Scope (who the Policy/Service affects and intended outcomes if known)

This may include a group/s identified by a protected characteristic, others groups or stakeholder/s e.g. service users, employees, partners, members, suppliers etc.)

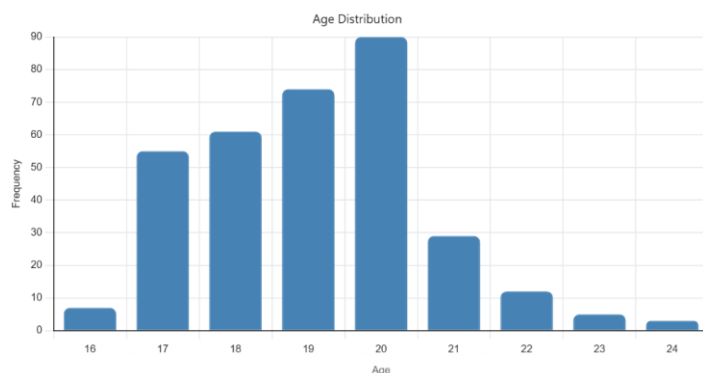
The Care Leaver Charter has been progressed to identify additional opportunities via RMBC and partners for Care Leavers. This is to bridge the gap between the challenges faced by Care Leavers and their peers. Implementing this charter is likely to improve experience and skills for care leavers and also ensure that they have access to additional support in areas needed.

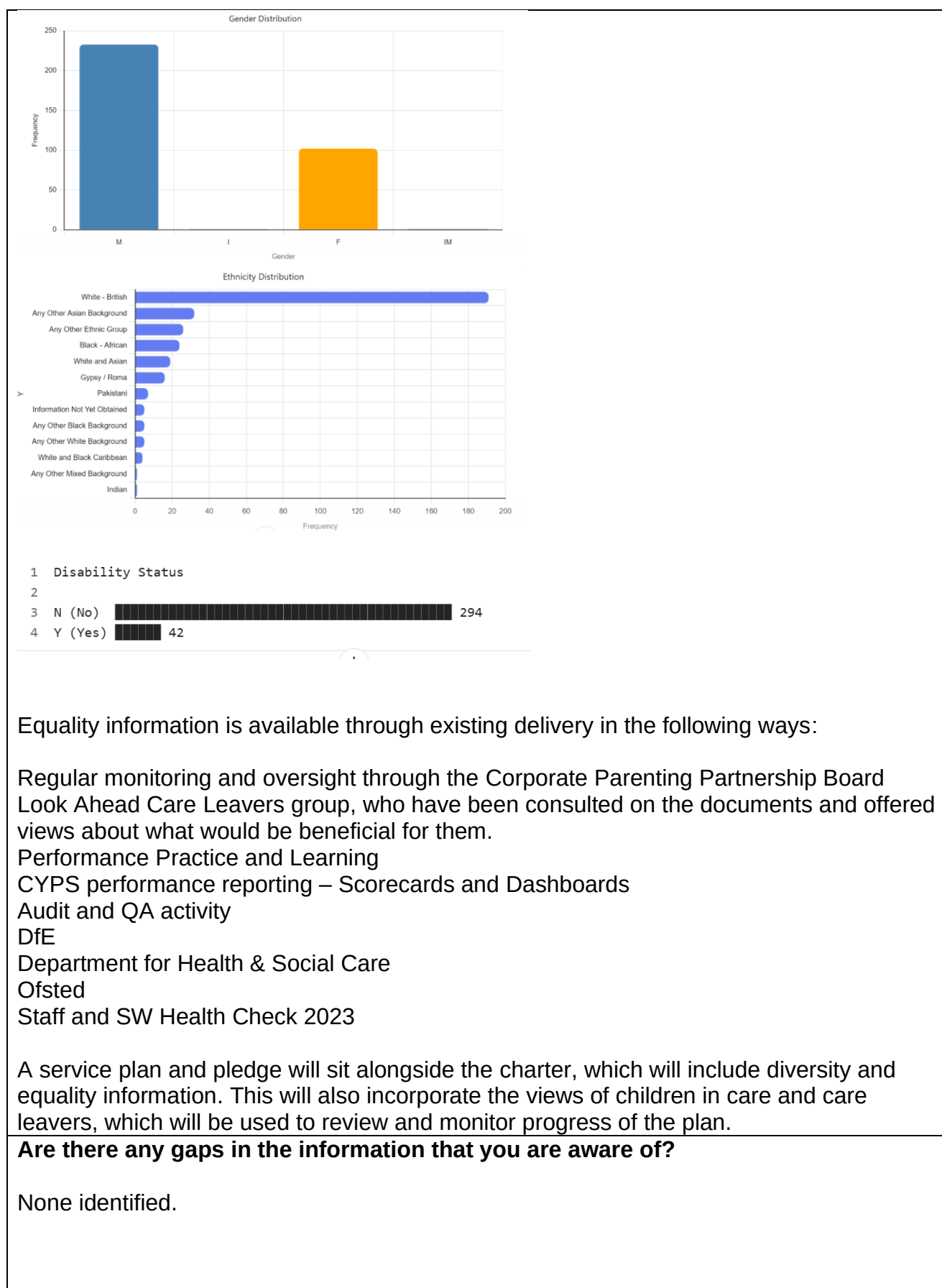
This report screens the activity undertaken to progress the care leaver charter. It is important to note that the charter specifically relates to care leavers and as such excludes children not in those categories. This charter incorporates all care leavers and does not exclude any child, young person or young adult within that range.

What equality information is available? (Include any engagement undertaken)

Equality information is captured as part of our existing service delivery and identified priorities. This includes data for all care leavers, including, though not limited to age, gender, ethnicity and disability status.

Equality data





Equality information is available through existing delivery in the following ways:

- Regular monitoring and oversight through the Corporate Parenting Partnership Board
- Look Ahead Care Leavers group, who have been consulted on the documents and offered views about what would be beneficial for them.
- Performance Practice and Learning
- CYPS performance reporting – Scorecards and Dashboards
- Audit and QA activity
- DfE
- Department for Health & Social Care
- Ofsted
- Staff and SW Health Check 2023

A service plan and pledge will sit alongside the charter, which will include diversity and equality information. This will also incorporate the views of children in care and care leavers, which will be used to review and monitor progress of the plan.

Are there any gaps in the information that you are aware of?

None identified.

What monitoring arrangements have you made to monitor the impact of the policy or service on communities/groups according to their protected characteristics?

The Care Leavers Charter will be reviewed in Corporate Parenting Partnership Board. This will consider oversight and implementation of the Charter.

The internal service plans, which align with the charter will be reviewed monthly.

Performance and quality monitoring will measure the progress and impact of the charter.

Existing data and established methodology, such as performance KPI's relating to Education, Employment and Training, across the children's workforce will continue to be used to monitor impact on those groups with protected characteristics.

As part of current practice, the voice of children and families is sought through audit activity, and a variety of voice groups. The Look Ahead group will contribute to the service planning and progress of this charter.

Engagement undertaken with customers. (date and group(s) consulted and key findings)

There has been ongoing engagement with partner agencies regarding the implementation of a Care Leaver charter via Corporate Parenting Partnership Board and other forums. This was discussed at the Corporate Parenting Partnership Board on 30.6.26. There have been many other discussions regarding the development of the charter. This has included health, education and other directorates within the council as well as local providers and businesses. As a result of this a number of opportunities have been identified for care leavers, including additional training, work experience opportunities and apprenticeship schemes.

Consultation with care leavers has informed this charter, with further consultation planned. They have proposed some of the initiatives which are included in the Charter, such as named individuals as a point of contact and access to health and wellbeing support.

Engagement undertaken with staff (date and group(s) consulted and key findings)

Managers and front-line staff have been involved in the preparation of the Care Leavers Charter. This determined that areas around education, employment and training and emotional wellbeing needed to be a focus. Where appropriate this has also included involvement from wider directorates, including HR, Finance and Legal. This has resulted in the offers identified in the Charter.

4. The Analysis - of the actual or likely effect of the Policy or Service (Identify by protected characteristics)

How does the Policy/Service meet the needs of different communities and groups? (Protected characteristics of Age, Disability, Sex, Gender Reassignment, Race, Religion or Belief, Sexual Orientation, Civil Partnerships and Marriage, Pregnancy and Maternity) - see glossary on page 14 of the Equality Screening and Analysis Guidance)

Service delivery is regulated by a range of Legislation and Guidance, as well as oversight from the regulatory body, Ofsted.

Service delivery is utilising a restorative, inclusive approach. While this charter is specific to children in care and care leavers, the proposals do not exclude any group within this category. There is also a focus on meeting the individual needs of children and young people.

The charter intends to outline the corporate parenting responsibility for RMBC as well as all partner agencies to enable agencies to focus on the individual needs of children in care and care leavers.

Does your Policy/Service present any problems or barriers to communities or Groups?

No, the Care Leavers Charter intends to provide opportunities for Care Leavers as a disadvantaged group.

Does the Service/Policy provide any positive impact/s including improvements or remove barriers?

Yes, the charter proposes actions which will improve the lives of care leavers, enable them to participate better in society and achieve their potential. This charter sets out opportunities to have a positive impact for children and young people, as well as the wider community.

This charter will support services and partners to remove barriers for care leavers and to support them to overcome adversity.

What affect will the Policy/Service have on community relations? (may also need to consider activity which may be perceived as benefiting one group at the expense of another)

The Care Leaver Charter is deliberately focussed on children in care and care leavers and as such does not include children outside of this group. This is because we know children with experience of care are more disadvantaged than children who have not. This also sets out the corporate parenting responsibilities for the workforce as wider partner agencies.

It is expected that this charter will have a positive impact upon community relations, including increasing the opportunities for care leavers.

Please list any **actions and targets** that need to be taken as a consequence of this assessment on the action plan below and ensure that they are added into your service plan for monitoring purposes – see page 12 of the Equality Screening and Analysis Guidance.

5. Summary of findings and Equality Analysis Action Plan

If the analysis is done at the right time, i.e. early before decisions are made, changes should be built in before the policy or change is signed off. This will remove the need for remedial actions. Where this is achieved, the only action required will be to monitor the impact of the policy/service/change on communities or groups according to their protected characteristic - See page 11 of the Equality Screening and Analysis guidance

Title of analysis: Care Leavers Charter
Directorate and service area: CYPS. Children's Social Care
Lead Manager: Jane Wood
Summary of findings:
A Care Leavers Charter will benefit RMBC care leavers by giving them access to additional experiences and opportunities. This will provide meaningful service delivery to improve the lives of care leavers.

Action/Target	State Protected Characteristics as listed below	Target date (MM/YY)
Care Leavers Charter implementation	A, D, S, GR, RE, ROB, SO, C, O	November 2026
Seek to remove barriers for care leavers in terms of accessing services set out in the charter.	A, D, S, GR, RE, ROB, SO, C, O	November 2026
Ensure that all children and young people are treated fairly and with respect throughout the implementation of this charter.	A, D, S, GR, RE, ROB, SO, C, O	November 2026
Complete a further equality analysis after 12 months to ensure the success of this plan and identify any issues.	A, D, S, GR, RE, ROB, SO, C, O	November 2026

*A = Age, D= Disability, S = Sex, GR Gender Reassignment, RE= Race/ Ethnicity, RoB= Religion or Belief, SO= Sexual Orientation, PM= Pregnancy/Maternity, CPM = Civil Partnership or Marriage. C= Carers, O= other groups

6. Governance, ownership and approval		
Please state those that have approved the Equality Analysis. Approval should be obtained by the Director and approval sought from DLT and the relevant Cabinet Member.		
Name	Job title	Date
Nicola Curley	Executive Director of Children's Services	27/07/26
Stuart Williams	Service Director	27/07/26
Cllr Cusworth	Lead Member Children's Services	27/07/26

7. Publishing	
The Equality Analysis will act as evidence that due regard to equality and diversity has been given.	
If this Equality Analysis 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 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 Equality Analysis completed	27/7/26
Report title and date	Care Leavers Charter
Date report sent for publication	2026
Date Equality Analysis sent to Performance, Intelligence and Improvement equality@rotherham.gov.uk	27/7/2026