Rotherham Metropolitan Borough Council

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.

Directorate: CYPS	**Service area: Fostering**
Lead person: Catherine Boaler (SM) **Ian Walker (HOS)**	**Contact number: 22423 (Internal)**

1. Title: Revised Foster Carer Fees and Allowances

Is this a:

✓	**Strategy / Policy**		**Service / Function**		**Other**

If other, please specify

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

Rotherham Council, as a 'Child Centred Borough', which is reflected in the intention of the Children and Young People's Services Directorate to be rated 'outstanding' has in pursuit of this ambition produced a revised 'offer' for Foster Carers in regard to the fees and allowances that they receive.

This report seeks to improve the care experience for children in Rotherham by ensuring that wherever possible they are looked after in Rotherham in a foster family

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environment.

Rotherham has a shortage of all foster care placements, but particularly foster care placements for adolescents and larger sibling groups. The Council places too many young people in Independent Fostering Agencies (IFA's) and residential care.

3. Relevance to equality and diversity

All the Council's strategies/policies, services/functions affect service users, employees or the wider community – city 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, carers, disability, gender reassignment, race, religion or belief, sex, sexual orientation and any other relevant characteristics (for example socio-economic status, social class, income, unemployment, residential location or family background and education or skills levels).

Questions	Yes	No
Does the activity have implications regarding the accessibility of services to the whole community?		✓
Is there an impact for an individual or group with protected characteristics? (Discrimination, harassment or victimisation of individuals with protected characteristics)		✓
Have there been or likely to be any public concerns about the policy or proposal?		✓
Could the proposal affect how the Council's services, commissioning or procurement activities are organised, provided, located and by whom?		✓
Could the proposal affect the Council's workforce or employment practices?		✓

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

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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 prior to carrying out an **Equality Analysis.**

Considering equalities 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 and use the prompts for guidance.

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

(**think about** the scope of the proposal, who is likely to be affected, equality related information, gaps in information and plans to address, consultation and engagement activities (taken place or planned) with those likely to be affected)

A consultation has taken place with Foster Carers (at the Foster Carer Forum) regarding the rationale and options for a revised Fees and Allowances was undertaken and has informed this proposal.

Foster carers were very clear that their motivation to foster was not solely based on finance. However, they felt that the skills payment for additional placements felt 'fair' and may provide more of an incentive to take additional placements where possible and to attract new foster carers to Rotherham.

- **Key findings**

(think about any potential positive and negative impact on different equality characteristics, potential to promote strong and positive relationships between groups, potential to bring groups/communities into increased contact with each other, perception that the proposal could benefit one group at the expense of another)

- **Actions**

(think about how you will promote positive impact and remove/reduce negative impact)

Date to scope and plan your Equality Analysis:	

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Date to complete your Equality Analysis:	
Lead person for your Equality Analysis (Include name and job title):	

5. Governance, ownership and approval

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

Name	Job title	Date
AILSA BARR	ACTING ASSISTANT DIRECTOR	10/05/19

6. Publishing

This screening document will act as evidence that due regard to equality and diversity has been given. If an Equality Analysis is not required the screening document will need to be published.

If this screening relates to a **Key Delegated Decision**, **Executive Board**, **full Council** or a **Significant Operational Decision** a copy should be emailed to Corporate Governance (to include contact) and will be published along with the relevant report.

A copy of **all** screenings should also be sent to Zaidah.ahmed@rotherham.gov.uk For record keeping purposes it will be kept on file (but not published).

Date screening completed	10/05/19
If relates to a Key Decision - date sent to Cabinet	10/05/19
Date screening sent to Equalities Officer Zaidah.ahamed@rotherham.gov.uk	10/05/19

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