

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: Pathways to Care :Extensions and Adaptations to Homes of Foster Carers, Special Guardians and Adopters – (revised policy 2021)	
Directorate: CYPS	Service area: Looked after Service
Lead person: Rebecca Wall	Contact number: 01709 822588 07867338542
Is this a:	
<input checked="" type="checkbox"/> Strategy / Policy	<input type="checkbox"/> Service / Function
	<input type="checkbox"/> Other
If other, please specify	

2. Please provide a brief description of what you are screening
The Pathways to Care Policy's primary and broadest goal is around providing a pathway to increase the physical capacity (accommodation) of a carer to care for a looked after child. The programme can therefore support finance to extend a property to support a child to remain in their birth family or connected network to support permanence for the child/ren.

This 2021 revision seeks to ensure there is inclusion of applications under the policy where the property is a Rotherham council tenancy.
 This means that the criteria for whom can apply and remains unchanged from the 2019 revision.

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

The policy seeks to clarify and make transparent the decision making and approval process in relation to pathways to care. The additions in relation to the ACH&PH processes and seeking Cabinet approval of this should support more timely decision making and benefit positively those making an application.

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?**

The policy and its criteria have widened since its first agreement by commissioners in 2015 to recognise that permanence for looked after children can be supported via differing caring relationships. Initially the policy was primarily agreed to support extensions to foster carers or adopters, but this has broadened to reflect that kinship carers and connected people can also offer a family and home outside of the care setting, as part of a legal performance plan.

In my view we have therefore broadened the criteria to support greater opportunities in relation to equality and diversity.

The 2021 policy ensures that any carer in a council tenancy, has a right for consideration if they meet the criteria.

- **Key findings**

The policy seeks to clarify and make transparent the decision making and approval process in relation to pathways to care. The additions in relation to the ACH&PH processes and seeking Cabinet approval of this should support more timely decision making and benefit positively those making an application.

- **Actions**

There will be an annual review of applications made and progressed to inform if further actions, with maximising Equality and diversity being a consideration

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

5. Governance, ownership and approval

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

Name	Job title	Date
Rebecca Wall	Head of Children in Care	26.04.21

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	26.04.21
Report title and date	Pathways to Care :Extensions and Adaptations to Homes of Foster Carers, Special Guardians and Adopters – (revised policy 2021)
If relates to a Cabinet, key delegated officer decision, Council, other committee or a significant operational decision – report date and date sent for publication	To progress to Cabinet on 21.06.21
Date screening sent to Performance, Intelligence and Improvement equality@rotherham.gov.uk	04.05.21