

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: Children in Care and Care Leaver Strategy 2024-27	
Directorate: CYPS	Service area: Children's Social Care
Lead person: Jane Wood	Contact: Jane-e.wood@rotherham.gov.uk
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 Children in Care and Care Leaver Strategy outlines the corporate parenting strategy for the next three years.

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?**

Equality and diversity has been considered at all key stages for the Children in Care and Care Leavers Strategy. This has included consideration of the diverse cohort of children in care and care leavers and the impact of service delivery.

There are currently 512 children in the care of Rotherham Council and 327 care leavers (some of whom overlap). Children and young people are from varying backgrounds and circumstances.

- **Key findings**

The Children in Care and Care Leavers Strategy 2024-27 sets out the Councils corporate parenting responsibilities, including how partner agencies will work together to meet the needs of our children in care and care leavers.

We intend to offer the highest quality services to our children and young people, through consultation and multi-agency working.

We know that children in care and care leavers are a vulnerable group in society and many have experienced adversity in their childhoods and beyond. We propose to ensure that all children in care and care leavers can access the right services at the right time to enable them to achieve their potential.

We want our children, young people and families to be supported by a competent, skilled and resilient workforce.

We intend to support all of our children to develop appropriate independence, to express their views and to make positive choices.

- **Actions**

Equality and Diversity information will continue to be monitored throughout the delivery of the strategy, with monthly reviews of the service plans and quarterly at the Corporate Parenting Board.

Further Equality Impact Analysis will be completed as required as part of the delivery associated with the Strategy.

A range of approaches will be used to ensure that children, young people and families play a key part in the evaluation of the strategy.

The development of the strategy has been undertaken with children and young people and their families in mind, and in conjunction with frontline staff and partner agencies.

Date to scope and plan your Equality Analysis:	Completed
Date to complete your Equality Analysis:	November 2023

Lead person for your Equality Analysis (Include name and job title):	Jane Wood Head of Service for Children in Care and Corporate Parenting.
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5. Governance, ownership and approval

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

Name	Job title	Date
Nicola Curley	Strategic Director for Childrens Services	November 2023.

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	23/11/2023
Report title and date	Children in Care and Care Leaver Strategy 2024-2027.
If relates to a Cabinet, key delegated officer decision, Council, other committee or a significant operational decision – report date and date sent for publication	November 2023.
Date screening sent to Performance, Intelligence and Improvement equality@rotherham.gov.uk	