

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: Fostering and Adoption Update to Cabinet January 2024	
Directorate: CYPS	Service area: Children in Care
Lead person: Jane Wood	Contact: 01709 254791
Is this a:	
<input type="checkbox"/> Strategy / Policy	<input checked="" type="checkbox"/> Service / Function
	<input type="checkbox"/> Other
If other, please specify	

2. Please provide a brief description of what you are screening
This report is being provided to Cabinet as an update in respect of the Fostering Rotherham Plan 2023-2028, the Fostering Elected Members Working Group, the Fostering and Adoption Panel and One Adoption South Yorkshire.

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 Fostering Rotherham Plan and recommendations set out in the report. This has included consideration of the diverse cohort of children in care and care leavers and the impact of service delivery.

There are currently 504 children in the care of Rotherham Council and 342 care leavers (some of whom overlap). Children and young people are from varying backgrounds and circumstances.

- **Key findings**

There are no barriers identified which could impact upon equality and diversity. The recommendations are inclusive of the needs of all children in care and aim to improve the lives of children in care and care leavers.

The Fostering Rotherham Plan sets out the Councils objectives for enhancing the fostering service.

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 be placed in suitable, high quality, family based placements.

- **Actions**

Equality and Diversity information will continue to be monitored throughout the delivery of the plan and recommendations at the Corporate Parenting Board.

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

The development of the plan and recommendations 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:

January 2024.

Date to complete your Equality Analysis:

January 2024.

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

Jane Wood, Head of Service,
Children in Care and Corporate
Parenting.

5. Governance, ownership and approval

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

Name	Job title	Date
Nicola Curley	Director of Children's Services	
Monica Green	Assistant Director, Children's Social Care	
Cllr Cusworth	Lead Member Children's Services	

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	23.1.24
Report title and date	Fostering and Adoption Update to Cabinet January 2024
If relates to a Cabinet, key delegated officer decision, Council, other committee or a significant operational decision – report date and date sent for publication	January 2024.
Date screening sent to Performance, Intelligence and Improvement equality@rotherham.gov.uk	