

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: Fostering and Adoption Update to Cabinet January 2024	
Date of Equality Analysis (EA): 23.1.24	
Directorate: CYPS	Service area: Children in Care
Lead Manager: Jane Wood	Contact number: 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. 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	Strategic Director of Children's Social Care
Monica Green	RMBC	Assistant Director, Children's Social Care
Laura Gough	RMBC	Head of Service Safeguarding

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.)

This report screens the activity undertaken to progress the Fostering Rotherham Plan and recommendations. It is important to note that the strategy specifically relates to children in care and care leavers and as such excludes children not in those categories. This strategy incorporates all children in care and care leavers and does not exclude any child or young person 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 children in care and care leavers, including, though not limited to age, gender, ethnicity and disability status.

Data was used to inform the plan and recommendations, in respect of identifying gaps in provision and services.

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

- Regular monitoring and oversight through the Corporate Parenting Partnership Board
- Children in Care Council and Leaving Care Forum
- Performance Practice and Learning
- CYPS performance reporting – Scorecards and Dashboards
- Audit and QA activity
- DfE
- Department for Health & Social Care
- Ofsted
- Staff and Social Work Health Check 2023

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 Fostering Rotherham Plan will be reviewed quarterly in Corporate Parenting Partnership Board. This will consider oversight and implementation of the strategy.

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

Existing data and established methodology 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 Children in Care Council will contribute to the service planning and progress of this plan.

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

There has been ongoing engagement with partner agencies regarding the implementation of the Fostering Rotherham Plan.

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 Fostering Rotherham Plan and service planning. Where appropriate this has also included involvement from wider directorates, including HR, Finance and Legal.

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 the plan and recommendations are 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.

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

No, the Fostering Rotherham Plan and recommendations intend to equip the workforce and wider partner agencies to meet the needs of children in care and care leavers.

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

Yes, the plan and recommendations propose actions which will improve the lives of children in care and care leavers, by providing them with high quality, family-based placements.

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)

It is expected that this plan and recommendations will have a positive impact upon community relations, including increasing the opportunities for children in care and 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: Fostering and Adoption Update to Cabinet January 2024
Directorate and service area: CYPS
Lead Manager: Jane Wood
Summary of findings:

Action/Target	State Protected Characteristics as listed below	Target date (MM/YY)
Fostering Rotherham Plan 2023-2028 implementation	A, D, S, GR, RE, ROB, SO, C, O	Review September 2024.
Seek to remove barriers for children and young people who may have protected characteristics in terms of accessing services set out in the plan and recommendations	A, D, S, GR, RE, ROB, SO, C, O	March 2024
Ensure that all children and young people are treated fairly and with respect throughout the implementation of this plan and recommendations	A, D, S, GR, RE, ROB, SO, C, O	January 2025
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	January 2025

*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	Director of Children's Services	January 2024
Monica Green	Assistant Director, Children's Social Care	January 2024

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	
Report title and date	Fostering and Adoption Update to Cabinet January 2024
Date report sent for publication	February 2024
Date Equality Analysis sent to Performance, Intelligence and Improvement equality@rotherham.gov.uk	