

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: Kinship Local Offer	
Date of Equality Analysis (EA): 15.05.25	
Directorate: CYPS	Service area: Social Care
Lead Manager: Chris MacDonald	Contact number: chris.macdonald@rotherham.gov.uk
<p>Is this a:</p> <p> <input type="checkbox"/> Strategy / Policy <input checked="" type="checkbox"/> Service / Function <input type="checkbox"/> Other </p> <p>If other, please specify</p>	

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)
Chris MacDonald	RMBC – CYPS	Service Manager
Monica Green	RMBC – CYPS	Assistant Director
Chris Seekings	RMBC – Performance	Data Analyst

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.)

The Kinship Local Offer is a resource to help kinship carers navigate and understand the support available to them from them Council and other partners.

It is intended to make the information more accessible through being available online, in print and through direct discussion in person and by phone with practitioners.

What equality information is available? (Include any engagement undertaken)

Nationally, kinship carers are statistically more likely to be older, from low-income communities and to be related to the child as a grandparent. Kinship children are more likely to have additional needs and to have experienced past harm or trauma.

Research focused on the lived experience of kinship carers and children in kinship care arrangements highlights the following challenges:

- 52% of all Special Guardians are grandparents. (<https://www.coram.org.uk/resource/asg-q2-2024-2025-headline-measures/>)
- 44% of kinship carers are aged 60 or over. ([Breaking Point: kinship carers in crisis - Kinship](#))
- 4 in 10 kinship carers has a disability. ([Make or Break: Annual survey of kinship carers 2024 - Kinship](#))
- 46% of working age kinship carers receive Universal Credit. ([Make or Break: Annual survey of kinship carers 2024 - Kinship](#))
- More than 1 in 8 kinship carers was worried they might have to stop caring for their kinship children. The most common reasons cited were:
 - Financial insecurity.
 - Poor health.
 - Challenges in the children's emotional and behavioural development.

- Loneliness.

Locally, we have 475 kinship carers in the form of Special Guardians. Our data shows similar patterns to the national data. Special Guardians are more likely to be a grandparent than any other relative and are more likely to be in the 60-69 age bracket than any other decade age bracket.

Are there any gaps in the information that you are aware of?

For all forms of kinship care which can be tracked through Children's Services recording systems, data on protected characteristics is often available. This involves all children and carers in kinship fostering arrangements, private fostering and Special Guardianship Orders.

Kinship arrangements subject to a Child Arrangements Orders are more difficult to track in data as a Child Arrangements Order may also be used for parents to determine who a child lives with, and may be made without the involvement of the local authority.

Informal arrangements may also not be visible in data as there is no expectation that the local authority is notified and no consistent method for recording these on our systems.

What monitoring arrangements have you made to monitor the impact of the policy or service on communities/groups according to their protected characteristics?

Demographic data on the protected characteristics of those becoming kinship carers.
Demographic data on the protected characteristics of those accessing kinship support.
Monthly monitoring of the numbers accessing the Kinship Local Offer page.
Review through the Kinship Strategic Group.

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

Kinship carers were consulted on the Kinship Local Offer and the potential reshaping of the service for Special Guardians through an online survey and meeting with kinship carers at an established forum.

Consultation was offered via an online survey provided to all kinship carers on the Post-SGO Support Team mailing list (183 people) and Facebook group (167 people), and through a meeting with kinship carers at The Big Apple play centre on 12.02.25, where kinship carers meet monthly with their kinship children.

14 responses were received to the survey and 6 families met in person with Chris MacDonald (as kinship lead) and Corrine Smith (as service manager overseeing Support for Change).

The consultation highlighted:

- Kinship carers valued knowing where to go for support but also valued someone to advocate

	<p>for them who understood the kinship experience. The carers appreciated consistency of relationships with professionals.</p> <ul style="list-style-type: none"> • Most would appreciate and use a Kinship Local Offer, and some had used the SEND Local Offer, but there were others who felt that individual signposting and discussion was needed too due to the typical age and computer literacy of some Special Guardians. • Parenting support tailored towards caring for children who experienced early trauma or disrupted attachment was valued. • Support groups had been a 'lifeline' and the opportunities for kinship children to play together had been beneficial for the carers and children. <p>Some carers described disparity of support depending on the legal status of the children in their care and whether the children had been Looked After. Some carers expressed frustration at the existing offer.</p>
Engagement undertaken with staff (date and group(s) consulted and key findings)	<p>Post-SGO Support Team were consulted on 17.01.25 and 22.04.25.</p> <p>Consultation with the existing Post-SGO Support Team led to the following insights from the practitioners:</p> <ul style="list-style-type: none"> • Engaging this community takes time due to jaundiced view of social workers. • The most effective intervention has been the Introduction to Therapeutic Parenting six week course as Special Guardians meet one another, engage with new ideas about parenting children who have experienced trauma and it acts as a pipeline to the peer support groups and Facebook group. • The training courses have led to improved attunement and connection between Special Guardians and children. • Most Special Guardians feel there was a 'drop off' of support after their order was made. There is a current waiting list due to staff absence.

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)

Kinship carers are statistically more likely to be older, from low-income communities and to be related to the child as a grandparent. Kinship children are more likely to have additional needs and to have experienced past harm or trauma.

The Kinship Local Offer sets out all the help and support available to kinship carers. The support is specifically tailored to be accessible to the communities most in need. For example, peer support groups and specific professionals who engage kinship carers are all adapted to be accessible to older carers who are more likely to have health or mobility needs and kinship allowances are means tested to prioritise those with low incomes.

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

The Kinship Local Offer is published online which creates challenges for those affected by digital poverty or limited literacy.

Kinship carers are also acknowledged to be more likely to have had prior negative experiences of statutory professionals and mistrustful of their role.

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

Kinship carers consistently describe their struggles to understand the legal, policy and local landscape that details their entitlements and pathways to help and support. These can be distinct for each legal status or route into kinship care. The Kinship Local Offer collates all the help and support available to kinship carers. This reduces barriers to accessing support across all demographics.

Introducing professionals, known as Navigators, to aid kinship carers in understanding the support offer will further buffer against kinship carers who experience digital poverty or other difficulties with accessing an online offer.

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)

The Kinship Local Offer should have a positive benefit on community relations as it will ensure transparency and a single point of reference for all kinship carers seeking to research and understand the support available to them. There have been frustrations from kinship carers at the existing offer because there have been staffing challenges in the Post-SGO Support Team creating delays in accessing help and support. The revised offer will mitigate against delays in accessing support. All kinship carers will be assessed for eligibility for our mainstream, targeted and community services for families alongside the specialist advice of a Family Help Navigator (Kinship).

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: Kinship Local Offer
Directorate and service area: CYPS
Lead Manager: Chris MacDonald
Summary of findings:
The Kinship Local Offer will help to alleviate barriers for groups with protected characteristics by simplifying the routes to accessing information and support, and providing a single, seamless pathway to seeing help which adapts to the needs of kinship children and families through offering a number of forms of communication and engagement.
It will be important to continue to monitor the accessibility of the Kinship Local Offer and the services which underpin the offer to ensure that it is accessible to all carers, including those with disabilities or from minoritised groups.

Action/Target	State Protected Characteristics as listed below	Target date (MM/YY)
Build on existing data frameworks through liaison with Cafcass to capture more kinship arrangements made via Child Arrangements Order. This will expand the available data on all protected characteristics.	A, D, S, RE, RoB, SO, C	09/2025

Monitor the accessibility of critical services in the Kinship Local Offer through data management and further consultation and surveys with kinship carers.	A, D, S, RE, RoB, SO, C	04/2026
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*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	Strategic Director, CYPS	22/05/2025

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	15.05.25
Report title and date	Kinship Local Offer 07.07.25
Date report sent for publication	
Date Equality Analysis sent to Performance, Intelligence and Improvement	16.05.25

equality@rotherham.gov.uk	
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