

Equality Impact Assessment

Directorate: Slough Children First and People (Children)								
Service: Slough Children First								
Name of Officer/s completing assessment: Jo Spender								
Date of Assessment: 8.4.24								
Name of service/function or policy being assessed:								
1.	<p>What are the aims, objectives, outcomes, purpose of the policy, service change, function that you are assessing?</p> <p>The strategy sets out how the Council and Slough Children First, working with our partners, will be the best possible parents we can be to children who are in our care and those who are care experienced.</p> <p>Corporate Parenting is about how we care and show that we love and care for and about our young people, and how we demonstrate that we champion them, have high shared aspirations with and for them, and how we ensure that they are special and important as individuals and as a group. It is about how we want them to be Happy, Safe & Loved, Thriving.</p>							
2.	<p>Who implements or delivers the policy, service or function? State if this is undertaken by more than one team, service, and department including any external partners.</p> <p>Delivery of the priority areas within the strategy will be overseen by the Corporate Parenting Panel.</p>							
3.	<p>Who will be affected by this proposal? For example who are the external/internal customers, communities, partners, stakeholders, the workforce etc. Please consider all of the Protected Characteristics listed (more information is available in the background information). Bear in mind that people affected by the proposals may well have more than one protected characteristic.</p> <table border="1"> <thead> <tr> <th>Characteristic</th> <th>Positive, negative, neutral or not known</th> <th>Rationale for Assessment</th> </tr> </thead> <tbody> <tr> <td> </td> <td> </td> <td> </td> </tr> </tbody> </table>		Characteristic	Positive, negative, neutral or not known	Rationale for Assessment			
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Age	Positive	<p>Young people: The corporate parenting strategy is intended to have a positive impact on children in our care and care experienced young people by providing services to meet their needs.</p> <p>Children and young people in the age range of 10-17 make up the largest group of children in our care constituting 65.7% of the overall population. 31.8% overall are within the 10-15 age range. This strategy, alongside the Children’s Placement Sufficiency strategy, identifies the need for increasing local foster care availability for this age range and sets out plans to achieve this, for example, through Resilience Fostering.</p>
Disability	Positive	<p>29 children who are looked after by Slough have a recorded disability. The strategy sets out our promises for all children to achieve, this includes those children with a disability.</p> <p>51 of our looked after children have an Education, Health and Care Plan (EHCP) – 19 relate to Social and emotional needs, 18 due to cognition and learning, 10 for communication (5 for Autism related needs) and 4 due to physical disability needs.</p> <p>An additional 38 children receive additional support because of SEND needs but do not meet the EHCP level of need.</p> <p>The strategy has a clear focus on education, learning and social needs through the priorities through which we will support our children with additional needs.</p>

Gender reassignment	Positive	<p>The strategy will benefit all children and young people in our care or with care experience.</p> <p>Data in relation to gender reassignment and gender identify is not currently collated, however individual children and young people may identify this information to us as their corporate parents. This information is therefore known locally and appropriate individual plans are put into place for those young people.</p> <p>We intend to collate this information to inform our strategic planning. In the meantime, SCF and SBC have close relationships with community providers who offer support to children and young people who identify within the LGBTQIA+ community. The strategies priority areas will support this.</p>
Marriage and civil partnership	Neutral	
Pregnancy and maternity	Positive	<p>Some of our care experienced young people may be parents and we offer them help and support as their parent and their children's 'grand-parent' .</p> <p>This included providing support early on to expecting parents</p>
Race	Positive	<p>Children and young people are part of our diverse Borough and will benefit from the strategy.</p> <p>Our Looked After children population is not representative of the wider population of Slough based on race.</p>

		<p>22.3% of looked after children are Asian compared to 50.3% children in the Borough being of an Asian background and are therefore 'under represented. However, within the foster carer cohort, carers of an Asian background are underrepresented so the recruitment plans will have a particular focus on this area.</p> <p>White children make up 40% of the looked after population compared to 27.7% of Slough children. Black children and mixed heritage children are almost double in the looked after population compared to children in Slough. The strategy, alongside the Children's Placement sufficiency strategy, and our edge of care approach will ensure that all children are provided with significant support to prevent care admissions where appropriate and safe to do so.</p>
Religion and belief	Positive	<p>Residents of any religion will benefit from the strategy.</p> <p>42% of looked after children identify as Christian, 25% Muslim, 3% Sikh and 1% Hindu. 24% have said they do not follow any religion at all and 1% are atheist</p> <p>The strategy encourages and supports services for children of all religions, faiths and beliefs.</p>
Sexual orientation	Positive	<p>Residents of all sexual orientation will benefit from the strategy. Date in relation to sexual orientation is not currently collated.</p>

			We intend to begin a process of collecting this information to inform our strategic planning. We recognise the challenges for young people in being able to talk about their identity until they feel safe and able to do so. We will work closely with partners and community providers who offer a safe and welcoming space to support to children and young people who identify within the LGBTQIA+ community. We therefore will seek to understand the level of need in this area so we can provide the best support needed.
	Care experience	Positive	The strategy sets out the ambitions and plans to support children in our care and those with care experience
	Other:		
4.	<p>What are any likely positive impacts for the group/s identified in (3) above? You may wish to refer to the Equalities Duties detailed in the background information.</p> <p>Children and young people in our care and those with care experience will be provided with an improved offer of support as a result of the strategy and its delivery which includes Members championing the needs of those children across the Borough. The Corporate Parenting strategy sets out the collaboration required across the council, SCF and partners to work together to provide good parenting for our children and the associated actions will provide the framework for this to happen.</p>		

5.	<p>What are the likely negative impacts for the group/s identified in (3) above? If so then are any particular groups affected more than others and why?</p> <p>There are no identified negative impacts.</p>
6.	<p>Have the impacts identified in (4) and (5) above been assessed using up to date and reliable evidence and data? Please state evidence sources and conclusions drawn (e.g. survey results, customer complaints, monitoring data etc).</p> <p>There have been a range of engagement activities supporting the development of the strategy including Workshops with Members and Partners; consultation with the workforce and engagement directly with children and young people to shape the promises and priorities.</p> <p>Slough Children first collect demographic data in relation to Age, Disability, Race and Religion as part of our statutory reporting. This information also supports the development of our planning for children in our care and those who are care experienced, such as through the Children and Young People’s Placements Sufficiency Strategy and so remains critical. We will, as part of our corporate parenting strategy identify appropriate ways to collate data in relation to sexual orientation and gender identity (including where gender reassignment is being considered or has taken place) to ensure that children and young people who identify as such as provided with the right services to meet their needs.</p> <p>We will work closely with partners, including other local authorities to further identify how we can ensure that the protected characteristic of care experience in Slough is furthered.</p>
7.	<p>Have you engaged or consulted with any identified groups or individuals if necessary and what were the results, e.g. have the staff forums/unions/ community groups been involved?</p> <p>The strategy has been shaped by engagement with children and young people who come from a arrange of diverse backgrounds, cultures and parts of society.</p> <p>Members, Officers and partners have been involved in the development of the strategy, many of whom are residents in Slough and come from a range of backgrounds with a variety of needs.</p>

8.	<p>Have you considered the impact the policy might have on local community relations?</p> <p>The delivery of the strategy is intended to have a positive impact for residents and the wider community.</p>
9.	<p>What plans do you have in place, or are developing, that will mitigate any likely identified negative impacts? For example what plans, if any, will be put in place to reduce the impact?</p> <p>There are no identified negative,</p>
10.	<p>What plans do you have in place to monitor the impact of the proposals once they have been implemented? (The full impact of the decision may only be known after the proposals have been implemented). Please see action plan below.</p> <p>The Impact of the strategy will be overseen and monitored by the Corporate Parenting Panel, supported by Slough Children First Senior Leadership Team.</p>

What course of action does this EIA suggest you take? More than one of the following may apply	✓
Outcome 1: No major change required. The EIA has not identified any potential for discrimination or adverse impact and all opportunities to promote equality have been taken	✓
Outcome 2: Adjust the policy to remove barriers identified by the EIA or better promote equality. Are you satisfied that the proposed adjustments will remove the barriers identified? (Complete action plan).	
Outcome 3: Continue the policy despite potential for adverse impact or missed opportunities to promote equality identified. You will need to ensure that the EIA clearly sets out the justifications for continuing with it. You should consider whether there are sufficient plans to reduce the negative impact and/or plans to monitor the actual impact (see questions below). (Complete action plan).	
Outcome 4: Stop and rethink the policy when the EIA shows actual or potential unlawful discrimination. (Complete action plan).	

Action Plan and Timetable for Implementation

At this stage a timetabled Action Plan should be developed to address any concerns/issues related to equality in the existing or proposed policy/service or function. This plan will need to be integrated into the appropriate Service/Business Plan.

Action	Target Groups	Lead Responsibility	Outcomes/Success Criteria	Monitoring & Evaluation	Target Date	Progress to Date

Name: Ben Short Signed: (Person completing the EIA)
Name: Signed: (Policy Lead if not same as above)
Date: 9th April 2024