

Equality Impact Assessment

Directorate: Slough Children First	
Service: Sufficiency	
Name of Officer/s completing assessment: Kate McCorrison	
Date of Assessment: 20 th October 2023	
Name of service/function or policy being assessed: Children and Young People's Placements Sufficiency Strategy	
1.	<p>What are the aims, objectives, outcomes, purpose of the policy, service change, function that you are assessing?</p> <p>Creating the right homes for Children Looked After and Care experienced Young People specifically in relation to commissioning and placements.</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>Senior Leadership Team are responsible for implementation.</p> <p>Internal teams responsible include (but are not limited to), Commissioning, Placements, Children Looked After Team and Finance</p> <p>Provider services will be affected with expectations of services being more aligned to the needs of the children and young people in receipt of the services.</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> <p>Age: Disability: Gender Reassignment: Marriage and Civil Partnership: Pregnancy and maternity: Race: Religion and Belief: Sex: Sexual orientation: Care Experienced: Other:</p>

	<p>All of the above groups will be affected, though in a positive manner as the services that they will be in receipt of will be more aligned to their individual needs.</p> <p>Care Experiences children and young people may have a number of the protected characteristics mentioned above. Each service will be expected to assess and determine the needs of each individual and respond as appropriate.</p>
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>Care experienced individuals will be treated as a priority. This will evidence and support SBC's corporate parenting responsibilities.</p> <p>With the correct services being provided there will be cost avoidance and therefore a more efficient, individual led service. This will lead to better outcomes, more aligned to individual needs.</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>No negative impacts have been identified as part of this strategy development.</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>Detailed cross referencing data and assessment impacts are contained within the strategy itself.</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>Not at this point.</p>
8.	<p>Have you considered the impact the policy might have on local community relations?</p> <p>Any impact is anticipated to be positive. Increase engagement with local providers is expected to provide increased working opportunities in Slough. Creating homes for children in Slough will have a positive impact on those in receipt of service and their associated families.</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>As part of the implementation of the strategy there will be 5 distinct work streams which will coordinate work and also monitor progress for risk. The work streams will have responsibility for reporting any risks to the Sufficiency Board, identifying any mitigative actions as appropriate.</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>A Sufficiency Board will be set up to oversee the work streams, risks and financial impacts to ensure that they are tangible outcomes.</p>
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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

<p>Name: Kate McCorriston Signed: (Person completing the EIA)</p> <p>Name: Signed:(Policy Lead if not same as above)</p> <p>Date:20/10/2023</p>
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