

Equality Impact Assessment

The Council has a duty to consider the needs and requirements of the community who are affected by our policies and procedures. This checklist has been developed to ensure that relevant groups are neither directly or indirectly discriminated against in the planning and delivery of Council services in compliance with legislation and good practice.

An impact assessment is a systematic way of finding out the impact of a policy or proposed policy on different groups. Officers are required to identify the likely outcomes/impacts that may result from introducing a policy/procedure.

Examples of groups that can be disadvantaged if their specific needs are not considered are women/parents/carers, people from different ethnic minorities, people with disabilities/impairments and Welsh speakers.

How should you assess impact?

1. Identifying the objectives of your policy and how it will work
2. Examining the data and research available
3. Assessing the likely impact on equality
4. Consulting people who are likely to be affected by your policy
5. Making arrangements to monitor and review your policy and its impact
6. Publishing the results of the assessment

It is the responsibility of the Head of Service or Operational Manager responsible for each policy to ensure that an assessment has been completed for the policy identified.

The form should be completed electronically and returned to the Equalities Section :

LJBrown@valeofglamorgan.gov.uk

If you have any queries, telephone: 01446 709362

Policy Title: Children's Placement Strategy 2008-2010
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Who is responsible for developing and implementing the policy?	
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Name: Haydn Nelson	Job Title: Operational Manager
Directorate: Social Services	Department: Children & Family Services
Assessment Date: 02.06.08	

1. Objectives

What are the objectives of the policy being developed or reviewed?

To develop a system to place looked after children in the most advantageous placement.
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2. Background Data:

Who is intended to benefit from this policy?	Please ✓
All residents of the Vale of Glamorgan	
Internal departments (please state):	
Customers/residents in a specific geographical location	
Specific customers (age, gender, etc.) Please identify: children who need to be removed from their parental or extended family home	✓
Other Please specify:	

What research or baseline information do you have about how your service is used by various groups of people?
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Based on assessment of need – multiple agencies involved – research, experience, trends and data analysis of previous years against national figures have informed the policy review
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3. Gender

Will the policy have a **positive impact** directly or indirectly on different groups in the community.

Gender: please ✓	Yes	No
Women	✓	
Men	✓	

What evidence do you have to support this view?
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Policy is gender neutral but enables better quality of life to service user.
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What actions can you take to have a more positive impact?
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n/a

4. Race

People from different black and minority ethnic communities may use Council services differently (for example will women from certain minority communities use the Council's swimming pool more often if same sex swimming arrangements are in place). Will the policy have a **positive impact** on the following groups?

Race: please ✓	Yes	No
Black and minority ethnic population	✓	
Economic migrants	✓	
Asylum seekers and refugees	✓	

What evidence do you have to support this view?

Procedures are the same regardless of ethnicity. However, translators are provided where necessary, panel membership is adjusted, between authorities, dependant on the child to reflect their ethnicity but subject to time constraint of 6 weeks.

What actions can you take to have a more positive impact?

n/a/

5. Disability

Will the policy have a **positive impact** on people with disabilities e.g. services will be more accessible for people with a disability?

Disability: please ✓	Yes	No
Visually impaired	✓	
Hearing impairment	✓	
Physically disabled	✓	
Learning disability	✓	
Mental health problem	✓	
Other:		

What evidence do you have to support this view?

Children who enter care have better access to support agencies through professional routes

What actions can you take to have a more positive impact?

n/a

6. Welsh language

Will the policy provide a **positive impact** both in Welsh and English in accordance with the Council's Welsh Language Scheme? e.g. translation of documents, Welsh speaking member of staff, bilingual automated telephone system, bilingual forms

Language: please ✓	Yes	No
Welsh	✓	

What evidence do you have to support this view?
Welsh speakers are placed on panel and translators provided the first language of child is Welsh. Welsh speaking social worker also provided.
What actions can you take to have a more positive impact?
n/a

7. Age

Will the policy provide a **positive impact** for younger/older people?

Age: please ✓	Yes	No
Under 25 years	✓	
Over 50 years		✓

What evidence do you have to support this view?
“Better outcomes towards a stable and brighter future” objectives will be met by policy. Policy only affects children.
What actions can you take to have a more positive impact?
n/a Policy is start of care process. Individual care plans would follow.

8. Religion and belief

Will the policy provide a **positive impact** for people with different religious/belief backgrounds?

Religion/belief: please ✓	Yes	No
	✓	

What evidence do you have to support this view?
Efforts are made to place children in same cultural background – religion or belief is taken into account.
What actions can you take to have a more positive impact?
n/a

9. Sexual orientation

Will the policy provide a positive impact for gay men/lesbians/bisexuals?

Sexual orientation: please ✓	Yes	No
Gay men/lesbians/bisexuals	✓	

What evidence do you have to support this view?
Sexual orientation can be a factor for consideration in terms of ensuring a sympathetic placement. Cultural factors also considered.
What actions can you take to have a more positive impact?
n/a

10. Consultation

What arrangements have been made to consult with:

- men/women/parents/carers
- the black and minority ethnic community (including asylum seekers, refugees, economic migrants)
- people with disabilities / impairments (sensory, physical, learning, medical etc)
- the Welsh speaking community
- other 'hard to reach' or vulnerable groups (e.g. young/older people, low income families)

Consultation activities that have taken place (include the method of consultation e.g. focus group, survey, public meeting, citizens panel, etc.)
Qualitative and quantitative analysis, questionnaire focus groups and a workshop.
Who consulted?
Consultation will be undertaken with Children and Young People who are and have been looked after carers, service and appropriate users via
How have the results of the consultation been implemented?
Comments will then be used to improve the strategy where required

11. Monitoring

How will you monitor the impact of this policy on service users?
Performance related data and quarterly P.I.s, national comparisons etc. Monitoring has led to this change in strategy.
What monitoring data will you collect (number of people with a disability, black and minority ethnic communities, women/men, Welsh speakers, etc.)?
Disability, religion, ethnicity, language choice, gender, etc.

12. Publication of policy

How will you publish and publicise the policy to ensure equality of access to this information (including raising awareness with minority groups, publishing information in accessible formats, etc.)?
Distributed to all appropriate officers and managers. Available for download on internal and external web pages.

13. Further action

Any recommendations for action that you plan to take as a result of this impact assessment (listed in the sections above) should be included in your Team Plan or Departmental Service Plan.

14. Completed Impact Assessments:

Email a copy of this form to the Corporate Equalities Officer. Completed forms will be submitted to a review panel to assess and discuss any further information or action required and subsequently published on the Council's website.

15. Authorisation

(This form should be authorised by the relevant Head of Service or Operational Manager for the department).

Approved by (name): Haydn Nelson	Date:05.08.08
Designation: Operational Manager – Children & Family Services	