

## EIA Sufficiency Strategy Update 2021-22

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Did you use the EIA Screening Tool? (Delete as applicable)	<u>Yes</u> / No

### 1. Explaining the matter being assessed

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What policy, function or service change are you assessing?	<p>Surrey County Council's Corporate Parenting Sufficiency Strategy 2020-25 is being updated to reflect national and local changes and developments. The strategy focusses on sufficiency of fostering, residential and supported accommodation provision in Surrey.</p> <p>"Sufficiency" means having enough of the right accommodation and services, in the right places to effectively support Surrey's</p>



# Equality Impact Assessment

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<p><b>Why does this EIA need to be completed?</b></p>	<p>The EIA screening tool indicated that an assessment needs to be completed. The sufficiency strategy fundamentally impacts on several protected characteristics and is of high public profile.</p> <p>Strategies for addressing sufficiency of placements for children looked after have a direct impact on some of the most vulnerable children and young people in Surrey. A careful consideration of the potential impact of proposed changes in view of each protected characteristic is therefore required.</p> <p>Sufficiency strategies may also impact on Surrey County Council's foster carers, kinship carers, residential children's home staff and centrally based staff in children's services. The potential impact on the workforce is also considered to ensure a fair and inclusive working environment as set out in the Equality Act 2010.</p>
<p><b>Who is affected by the proposals outlined above?</b></p>	<p>The proposals outlined in the Sufficiency Strategy Update affect the following stakeholders:</p> <ul style="list-style-type: none"> <li>Children looked after (aged 0 -17)</li> <li>Care Leavers (aged 18 - 25)</li> <li>Unaccompanied asylum-seeking children and care leavers (aged 0 - 25)</li> <li>Children with disabilities</li> <li>Families of children looked after</li> <li>Foster carers</li> <li>Kinship carers</li> <li>Children's services staff</li> </ul>



# Equality Impact Assessment

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## 2. Service Users / Residents

There are 10 protected characteristics to consi

# Equality Impact Assessment







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<p><b>What other changes is the council planning/already in place that may affect the same groups of residents?</b></p> <p><b>Are there any dependencies decisions makers need to be aware of</b></p>	<p>Fostering workstreams</p> <p>Residential in-house developments</p> <p>Supported accommodation new dynamic purchasing vehicle</p> <p>Implementation of No Wrong Door and Early Help models</p>

# Equality Impact Assessment

## 2. Disability

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<p><b>What information (data) do you have on affected service users/residents with this characteristic?</b></p>	<p>Details on the service users/residents that could be affected. Try and be as specific as possible.</p> <p>Of the 996 children looked after, 12.75% have a disability. In addition, of the 777 care leavers and unaccompanied asylum-seeking young people aged 18 – 25, 2% have a disability.</p> <p>Although overall numbers of children with disabilities have decreased, specific areas of need are seeing increases, which will impact on the type(s) of provision and support offers SCC will require in the coming years. These areas are:              A higher percentage of children with disabilities with a hearing impairment              Increases in children with disabilities with behavioural difficulties, a diagnosis of ASD/autism, or impaired mobility.</p>
<p><b>Impacts</b> (Delete as applicable)</p>	<p><u>Positive</u></p>

# Equality Impact Assessment

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<p><u>Positive impact children with disabilities</u> who are looked after: increased choice and provision in county</p>	<p>As of July 2021, 47.5% of children looked after are placed out of county (for fostering 44.8%, for residential 68.6% and for Supported Accommodation 44.3%)</p> <p>Sufficiency challenges currently result in 18.61% of placement searches not resulting in the exact placement type originally being sought</p>	<p>SCC will continue to monitor trends and projected demand to plan provision in county to meet identified needs.</p> <p>Work is underway to develop an enhanced fostering offer to increase placement choice for children with disabilities, as well as developing specialist residential provision and semi-independent provision / houses of multiple occupancy.</p> <p>SCC plans to extend the offer for children with disabilities to ensure more children with complex needs are supported closer to home.</p>	<p>2020 - 2025</p>	<p>Head of Commissioning – Corporate Parenting</p> <p>Assistant Director – Children’s Resources</p>
<p><u>Positive impact children with disabilities</u> - development of additional specialist provision for children with disabilities and children with a diagnosis of ASD</p>	<p>Of the children looked after, disabilities with the highest prevalence are Learning Disabilities, ASD/Autism, Communication and Behavioural.</p>	<p>By identifying specific gaps in provision and future trends,</p>		

# Equality Impact Assessment

D	E D
<p><b>What other changes is the council planning/already in place that may affect the same groups of residents?</b>  <b>Are there any dependencies decisions makers need to be aware of</b></p>	<p>Fostering workstreams            Residential in-house developments            Implementation of No Wrong Door and Early Help models            Family Safeguarding Model            Integration of CCG and Surrey County Council            Surrey County Council's all ages autism strategy            Special Educational Needs developments for maintained schools</p>

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<p><b>Any negative impacts that cannot be mitigated? Please identify impact and explain why</b></p>	<p>No negative impacts identified that cannot be mitigated</p>

# Equality Impact Assessment

## 2. Gender Reassignment

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<b>What information (data) do you have on affected service users/residents with this characteristic?</b>	Details on the service users/residents that could be affected. Try and be as specific as possible. 

# Equality Impact Assessment

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# Equality Impact Assessment

## Pregnancy & Maternity

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# Equality Impact Assessment

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<b>Any negative impacts that cannot be mitigated? Please identify impact and explain why</b>	No negative impacts identified that cannot be mitigated

# Equality Impact Assessment

## Race including ethnic or national origins, colour or nationality

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<b>What information (data) do you have on affected service users/residents with this characteristic?</b>	<p>Details on the service users/residents that could be affected. Try and be as specific as possible.</p> <p>The Sufficiency Strategy Update focuses on sufficiency of placements for children looked after and care leavers. Ethnicity of the Children Looked After population in Surrey is: 72% White British, 9% Mixed Race, 7% Asian, 5% Black, 4% White Other, 2% Other, 1% Traveller, 1% Chinese.</p>
<b>Impacts</b> (Delete as applicable)	<u>Both</u>

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What impacts have you identified?	What are you basing this on?	Actions to mitigate or enhance impacts	Due date	<i>Who is responsible for this?</i>

# Equality Impact Assessment

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<a href="#"><u>Positive impact on children looked after from black and minority ethnic backgrounds</u></a>	<p>Published research has noted the importance of culturally appropriate placements, particularly for children in foster care (Ofsted, 2019)</p>	<p>SCC focus on recruiting more foster carers from diverse ethnic and national origins.</p> <p>Work to enhance placement choice across supported accommodation and residential children’s homes placements.</p>	<p>2020 - 2025</p>	<p>Service Manager – Fostering</p> <p>Head of Commissioning</p>

# Equality Impact Assessment

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Consider impact of sufficiency strategy and development of HMOs on unaccompanied asylum-seeking young people

SCC seeks to enable Surrey care leavers and Unaccompanied Asylum-Seeking Children (UASC) to access Houses of Multiple Occupation (HMOs) as a new pathway to independent living, to gain the skills for independent living in Surrey.

Unaccompanied asylum seeking children, including young people aged 18 – 25 may be overrepresented in this type of accommodation, compared to other care leavers.

Maximise positive impact by ensuring high quality and choice of provision in locations across the County.

# Equality Impact Assessment

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As of September 2021  
 there were 47  
 unaccompanied asylum-  
 seeking childpy5 rei6 rg0gE

Consider implications on  
 placement choice for  
 unaccompanied asylum-seeking  
 young people with no recourse  
 to public funds





# Equality Impact Assessment

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<p><u>Consider impact</u> for males</p>	<p>Although there has been an increase in the proportion of females looked after, males remain overrepresented in the population of children looked after (55%) and particularly UASC (89% for under 18 year old's)</p>	<p>Alongside work to develop mixed sex provision for increased capacity and choice, SCC will look to develop single sex homes in residential and supported accommodation.</p> <p>SCC will also look to develop more provision for females with delicate mental health, including placements for young people who may have required in-patient hospital care.</p>	<p>2020 - 2025</p>	<p>Head of Commissioning – Corporate Parenting</p> <p>Assistant Director – Children’s Resources</p>



# Equality Impact Assessment

D	E D
<b>Any negative impacts that cannot be mitigated? Please identify impact and explain why</b>	No negative impacts identified that cannot be mitigated



# Equality Impact Assessment

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Positive impact – improving support for extended family carers	SCC has seen a 30% increase for kinship fostering (extended family).	SCC has reviewed and is recommissioning its kinship support offer, as well as developing proposals to better support carers who wish to take out special guardianship orders to provide permanence for looked after children					2020 - 2025		Head of Commissioning – Corporate Parenting  Assistant Director – Children’s Resources

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<p><b>What other changes is the council planning/already in place that may affect the same groups of residents?</b></p> <p><b>Are there any dependencies decisions makers need to be aware of</b></p>		<p>Fostering workstreams</p> <p>Implementation of No Wrong Door and Early Help models</p> <p>Family Safeguarding Model</p>

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<p><b>Any negative impacts that cannot be mitigated? Please identify impact and explain why</b></p>		No negative impacts identified that cannot be mitigated

## 4. Amendments to the proposals

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Improved understanding and consideration of how the needs of children with a range of protected characteristics will be addressed through the implementation of SCC's Sufficiency Strategy.	To enable better outcomes for looked after children and care leavers in Surrey, in support of SCC's statutory duties as corporate parents.

## 5. Recommendation

Based your assessment, please indicate which course of action you are recommending to decision makers. You should explain your recommendation below.

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<b>Outcome One</b>	<b>No major change to the policy/service/function required.</b> This EIA has not identified any potential for discrimination or negative impact, and all opportunities to promote equality have been undertaken	x
<b>Outcome Two</b>	<b>Adjust the policy/service/function</b> to remove barriers identified by the EIA or better advance equality. Are you satisfied that the proposed adjustments will remove the barriers you identified?	
<b>Outcome Three</b>	<b>Continue the policy/service/function</b> despite potential for negative impact or missed opportunities to advance equality identified. You will need to make sure the EIA clearly sets out the justifications for continuing with it. You need to consider whether there are: Sufficient plans to stop or minimise the negative impact Mitigating actions for any remaining negative impacts plans to monitor the actual impact.	
<b>Outcome Four</b>	<b>Stop and rethink</b> the policy when the EIA shows actual or potential unlawful discrimination  (For guidance on what is unlawful discrimination, refer to the <a href="#">Equality and Human Rights Commission's guidance and Codes of Practice on the Equality Act</a> concerning employment, goods and services and equal pay).	



# Equality Impact Assessment

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**Confirmation and explanation of recommended outcome**

## 6c. EIA Team

<b>D</b>	<b>N D D</b>	<b>D</b>	<b>D D</b>
Jessica Sendler	Senior Commissioning Officer	Surrey County Council	Lead author
James Atkins	Senior Commissioning Manager	Surrey County Council	Editorial support
David Neill-Hall	Senior Commissioning Officer	Surrey County Council	Data Analysis
Chris Tisdall	Head of Commissioning – Corporate Parenting	Surrey County Council	Review

If you would like this information in large print, Braille, on CD or in another language please contact us on:

Tel: 03456 009 009

Textphone (via Text Relay): 18001 03456 009 009

SMS: 07860 053 465

Email: [contactcentre@surreycc.gov.uk](mailto:contactcentre@surreycc.gov.uk)