

<b>Name of proposal/policy</b>	Development of the Care Leaver Local Offer	<b>Budget number (if applicable)</b>	N/A
<b>Service area responsible</b>	Care Leavers Service	<b>Cabinet meeting date</b>	N/A
<b>Name of completing officer</b>	Caroline Neale / Tom Norford	<b>Date EqIA created</b>	15/10/18
<b>Approved by Director / Assistant Director</b>	Matthew Sampson/Walter McCulloch	<b>Date of approval</b>	23/1018

The Equality Act 2010 places a 'General Duty' on all public bodies to have 'Due regard' to:

- Eliminating discrimination, harassment and victimisation
- Advancing equality of opportunity
- Fostering good relations

We do this by undertaking equality impact assessments (EqIAs) to help us understand the implications of policies and decisions on people with protected characteristics – EqIAs are our way of evidencing this.

All assessments must be published on the NCC equalities web pages. All Cabinet papers where an EqIA is relevant **MUST** include a link to the web page where this assessment will be published. If you require assistance in getting your EqIA published, please contact [equalities@northamptonshire.gov.uk](mailto:equalities@northamptonshire.gov.uk)

## PART 1

### Description of current provision/policy and main beneficiaries/stakeholders

The Care Leavers service works with 754 care leavers aged between 16 and 24. The work for the service is covered by Care Leaver Service Plan.

### Description of proposal under consideration/development

The Care Leavers Local Offer is a document which provides information about all the support and services available from the local authority to young people leaving care. This includes care leavers' statutory entitlements as well as discretionary support the authority is able to provide. The Children and Social Work Act 2017 requires the publication of the Offer by all local authorities, and requires authorities to consult with care leavers and relevant partner organisations in creating the Offer. See <http://www.legislation.gov.uk/ukpga/2017/16/section/2/enacted>

Northamptonshire County Council runs the Young Northants website that provides information about many services available to children and young people. The Care Leavers Offer will be a document published on the website, in the section dedicated to children in care and care leavers. The Offer provides details of support in relation to:

- Support from a personal adviser
- Work, learning and careers
- Accommodation
- Health
- Money
- Participation in society
- Access to records
- Listening to young people and taking them seriously
- Support from other sources
- Future plans and priorities

This assessment document seeks to understand the implications of the Offer in regards to people with protected characteristics.

**Data used in this Equality Impact Assessment (general population data where appropriate but each EqIA should contain information on people who use the service under consideration – if this is not applicable to your proposal then you probably do not need to do an EqIA)**

**Data Source (include link where published)** Please summarise what the data tells us – for example “X number of people use this service, X are male, Y are female etc”

Data taken from Children’s Social Care database, Carefirst	<b>Total</b>	
	<i>Care Leaver Population</i>	754
	<i>Unaccompanied Asylum Seeking Children (UASC) Component (29%)</i>	216

<i>Age Breakdown</i>	<b>Total</b>	<b>Male</b>	<b>%</b>	<b>Female</b>	<b>%</b>
<b>16</b>	117	69	59%	48	41%
<b>17</b>	141	102	72%	39	28%
<b>18</b>	167	120	72%	47	28%
<b>19</b>	129	85	66%	44	34%
<b>20</b>	115	84	73%	31	27%
<b>21</b>	60	40	67%	20	33%
<b>22</b>	15	7	47%	8	53%
<b>23</b>	5	3	60%	2	40%
<b>24</b>	5	2	40%	3	60%
<b>Total</b>	754	512	68%	242	32%

	<b>Total</b>			<b>Excluding 216 UASC:</b>	
<i>Gender Breakdown</i>	<b>Male</b>	512	68%	312	58%
	<b>Female</b>	242	32%	226	42%
<i>Special Educational Needs / Disability Not in Education, Employment or Training</i>		119	16%	<i>No UASC has a disability</i>	
		235	31.17%	194	36.06%

<b><i>In Education, Employment or Training</i></b>		304	40.32%		189	35.13%
<b><i>Education, Employment, Training status Not Recorded</i></b>		215	28.51%		155	28.81%

Ethnic Group	2017-18			
	Eligible	Relevant	Former Relevant	Total
Total	251	9	462	722
A - Any other Asian background	35		59	94
A - Bangladeshi	3		3	6
A - Indian	1		1	2
A - Pakistani	1			1
B - African	28		61	89
B - Any other Black background	2		16	18
B - Caribbean	1		3	4
M - Any other mixed background	4		11	15
M - White and Asian			1	1
M - White and Black African	2	1	1	4
M - White and Black Caribbean	2	1	11	14
O - Any other ethnic group	15		10	25
O - Arab	5		7	12
W - Any other White Background	12	1	23	36
W - White British	136	6	252	394
W - White Irish	4		2	6
X - Information not yet obtained			1	1

Tick the relevant box for each line by using a capital 'P' to make a <input type="checkbox"/>	Based on the above information, what impact will this proposal have on the following groups?			
	Positive	Negative	Neutral	Unsure
<b>Sex</b>			✓	
<b>Gender Reassignment</b>	✓			
<b>Age</b>	✓			
<b>Disability</b>				✓
<b>Race &amp; Ethnicity</b>				✓
<b>Sexual Orientation</b>	✓			
<b>Religion or Belief (or No Belief)</b>				✓
<b>Pregnancy &amp; Maternity</b>	✓			
<b>Human Rights (Please see articles in toolkit)</b>			✓	
<b>Other Groups (rural isolation, socio-economic exclusion etc)</b>		✓		

Initial impact	
Explain your findings above	Actions identified to mitigate, advance equality or fill gaps in information
<p>The impact on gender reassignment and sexual orientation has been assessed as positive because contact details for a service which provides LGBT-related advice are included in the draft offer.</p> <p>It has been assessed as positive for age because Care Leaver services are for a defined group of young people aged between 16 and 24, as per legislation.</p> <p>It has been assessed as positive for pregnancy and maternity because the offer confirms the service will provide support for care leavers who are parents or expectant parents.</p> <p>It has been assessed as unsure for the following groups:</p>	<p>In mitigation for the gaps in data and in our assessment of the impact, we will:</p> <ul style="list-style-type: none"> <li>• Ensure consultation engages groups for whom equal access to services we are less confident about.</li> <li>• Include demographic questions in the consultation Encourage feedback from care leavers to continue to keep offer accessible as possible</li> <li>• Ensure that the Offer is informed by sufficiency strategy for care leavers which includes details about future care leaver population.</li> <li>• Regularly review the Offer after it has been consulted upon in line with legislation, including Senior Leadership Team oversight</li> </ul>

- Disability because we are currently unsure whether all services and information about the services are equally available to all people based on disability, for example, whether all documents would be available in braille format.
- Race and ethnicity because although unaccompanied asylum seeking young people are supported by a dedicated team, we are unsure the services and the information about the services are equally available to all people based on race / ethnicity. eg, translation may sometimes be provided ad-hoc by relatives.
- Religion or belief, or no belief. Active celebration of religious festivals has been promoted through care leaver services previously, however it is not clear how well this will be catered for in future. Also, we do not have a reliable profile of religious belief for our care leaver population.

It has been assessed as negative for other groups based on an assessment by locality - services for care leavers are concentrated in Northampton, eg, Russell House and Prospects drop-in services. The only two acute hospitals are located in Kettering and Northampton.

It has been assessed as neutral for sex and for human rights.

We have a profile of care leavers, which is regularly updated by the Business Intelligence team. However the profile of care leavers does not provide data about all characteristics (or in some cases, it is reported but with little confidence of reliability) referred to in this document. We continue to ascertain emerging issues of access to services and information.

Large scale unforeseen changes are likely to occur at the councils in their transition to two unitary bodies.

- The offer does not current address the fact that that services are lacking outside of Northampton or Kettering.

**Do you need to undertake further work (e.g. consultation, further equality analysis) based on the impact and actions identified above? If yes, set this out below and then carry out the work and complete Part 2**

The Care Leavers Local Offer is a document which provides information about all the support and services available from the local authority to young people leaving care. This includes care leavers' statutory entitlements as well as discretionary support the authority is able to provide. The Children and Social Work Act 2017 requires the publication of the offer by all local authorities, and requires authorities to consult with care leavers and relevant partner organisations in creating the offer. We need to know if the draft version of the offer is accurate, in that it contains all the services we offer and that nothing is missing. We also want to know if it written in a way that is accessible to young people.

We are holding an approx. 5 week consultation ending in late November, using two questionnaires – one aimed at care leavers themselves and the other at partner organisations who deliver services to care leavers and other interested parties. We will target care leavers via the Leaving Care Service and will write to partner services to encourage them to participate. Feedback may mean that the draft version of the document is amended. This may include re-writing, deleting or adding material and re-publishing. Demographic monitoring may also mean that further efforts are put into seeking the views of particular groups of young people leaving care.

**PART 2 – if required**

**Consultation, follow up data and information gathered from actions identified above**

	<b>What does this information tell us?</b>
TBC	

**Final impact analysis (taking the findings from Part 2 into account) – including review date if required**

TBC
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