

Equality Impact Assessment (EIA)

Children Looked After Contact Policy

Equality impact, needs and requirements assessment form

Please use this form to record your findings, proposed actions, equality objectives and targets. Use the guidance notes to help you do the assessment or contact the Equality Standard Project Manager if you need some advice

About the policy, practice, service or function you are assessing

Name of policy, practice, service or function: CHILDREN LOOKED AFTER CONTACT POLICY

Assessment team leader name: Elene Constantinou

Department responsible: Children & Young People’s Department Service Area: Assessment & Care Planning

Other members of assessment team:

Name	Position	Area of expertise	Comments
Nina Martin	Assistant Head of Service : A&CP		
Nigel Roulstone	Service Manager : A&CP (temp)	Extensive experience of observing, assessing,	
Carol Pennington	Service Manager : A&CP	supervising, managing	
Helen Morton	Service Manager : A&CP	contact	
Caroline Riley	Service Manager : A&CP		

Question	Response/ findings
<p>What are the main aims and objectives or purpose of the policy, practice, service or function that you are assessing?</p>	<p>The purpose of the policy is to facilitate contact between Children Looked After and people who are important to them, for the purpose of:</p> <ul style="list-style-type: none"> I. Assessment (Court directed or otherwise) II. Care Planning III. Contributing to the identity, development and emotional well-being of Looked After Children.
<p>Who implements, carries out or delivers the policy, practice, service or function? Please state where this is more than one person, team, department, or body – and include any outside organisations who deliver under procurement arrangements</p>	<p>The Policy is upheld by all CYPD workers who work with Looked After Children – ie Social Care Workers, Managers, Independent Reviewing Officers, Heads of Service, Assistant Directors and The Director of Children’s Services.</p> <p>In practice, the delivery of direct/supervised contact is facilitated by:</p> <ul style="list-style-type: none"> • Relatives and Carers • Social Care Workers in CYPF teams • Chesapeake staff – in the case of LAC subject to public law proceedings • ‘Children First’ – ie a local charity, which we commission to provide supervised contact for ‘stable’ long term Looked After Children.
Question	Response/ findings

<p>Who is affected by the policy, practice, service or function, or by how it is delivered? Such as, who are the external and internal customers, groups, or communities?</p>	<ul style="list-style-type: none"> • Looked After Children • Family and friends of Looked After Children • Carers • CYPD workers who deliver and monitor the policy • 'Children First' workers who delivery and monitor the policy • The Court, which directs certain kinds of contact.
<p>What outcomes do we want to achieve, why and for whom? For example, what do you want to be providing, how well, what changes or improvements, and what should the benefits be for customers, groups or communities?</p>	<ul style="list-style-type: none"> • Assessment • Care Planning • Responding to 'directions' of Court • Compliance with Children Act 1989, which notes 'duty' of LA's to promote contact. • Contributing to the identity, development and emotional well-being of Looked After Children • Ensuring that the safeguarding needs of Looked After Children are met.
<p>Question</p>	<p>Response/ findings</p>

<p>What existing or previous inspections of the policy, practice, service or function are there? For example, Best Value Inspections, policy reviews, research into the effects of a policy or practice.</p> <p>What did they tell you?</p>	<p>LAC Topic Review July 2006 told us that some Looked After Children would like to have contact with a wider range of people that their existing Care Plans allowed for.</p> <p>Social Care Workers and Independent Reviewing Officers examine contact issues on a routine/regular basis. Sometimes, Safeguarding/Permanency Planning considerations mitigate against arranging contact between Looked After Children and some adults and/or increasing the frequency of contact.</p>
<p>Identifying potential equality issues and factors</p>	
<p>Question</p>	<p>Response/ findings</p>
<p>What do you already know about the equality impact or need? For example, from research, feedback, consultation or any performance monitoring</p>	<p>The A&CP Management Group is currently exploring the hypothesis that the Contact Policy employs a Eurocentric view of 'family' in defining contact; a view which discriminates against black children, whose extended families have a more active role to play in contributing to their identity and emotional well-being.</p>
<p>Question</p>	<p>Response/ findings</p>

<p>Is there any evidence of higher or lower take up under the policy or practice, or of the service or function for any particular groups? For example, who uses the service, who doesn't and why not?</p>	<p>Notwithstanding Derby's mirroring of the national picture of a slightly disproportionate number of Looked After Children from Black and Ethnic minority populations, there is no evidence that the take-up of contact for such children and their families is higher or lower than for Looked After Children from White backgrounds.</p>
<p>Have there been any important demographic changes or trends locally? For example is the population changing, and if so, how and what might that mean for the service or function?</p>	<p>As with the rest of the UK, Derby has hosted an increase in migrants from other European countries during the last 2 years.</p> <p>Where relevant, the contact needs of families who do not speak English have been addressed via the use of interpreters.</p> <p>It is acknowledged that for such families, this can sometimes detract from their experience of contact.</p>
<p>Question</p>	<p>Response/ findings</p>

<p>Is there an indication that any of the policies or practices involved with the service or function creates particular problems or difficulties for any groups of customers or communities?</p>	<p>Although contact venues are accessible to wheelchair users/interpreters are employed where required, and efforts are made to keep diversity issues on the Agenda in all that we do, it is acknowledged that:</p> <ul style="list-style-type: none"> • the understanding of some workers in relation to these matters will be minimal. • Discrimination can occur inadvertently. • The use of interpreters/specialist staff can be intrusive in contact.
<p>What information or data exists? For example, statistics, customer feedback, complaints, research, monitoring – who keeps it and can you get hold of it?</p>	<p>Although the CYP Department collects statistical data in relation to diversity / the Department has a well-used compliments and complaints procedure / Children First provide regular customer feedback forms, it is acknowledged that we do not research and monitor the contact service we provide in relation to Diversity.</p>
<p>Question</p>	<p>Response/ findings</p>

<p>Does any equality or diversity objectives already exist? If so, what are they and what is current performance like against them?</p>	<p>No Aspects of the Council's Equal Opportunities Policy and Equality Action Plan are incorporated into the Service's Business Plan</p> <p>Where issues relating to Diversity issues arise, we attempt to deal with them as sensitively as possible – ie by adopting a problem-solving approach in relation to the issue</p>
<p>Is the service having a positive or negative effect on particular people in the community, or particular groups or communities?</p>	<p>Direct contact between Looked After Children, and their families and friends is generally positive for all concerned.</p> <p>Were it not a positive experience for the children, regular review allows for changes to be made.</p>

Collecting the information and data about how the policy, practice, service or function, impacts on communities

Please record your information and data in this table and think about:

what information or data you will need
 using both quantitative and qualitative data
 making sure that where possible there is information that allows all perspectives to be considered
 identifying any gaps in the information/ data and what it can tell you

Data or information	When and how was it collected?	Where is it from?	What does it tell you? You need to consider all six equality strands where you can	Gaps in information
Customer feedback and complaints	Various routes – ie to Social Care Workers, other Department employees – eg Complaints Officer	Parents, children, other relatives, Courts, solicitors, carers, GAL's, IRO's.	We are generally providing a satisfactory service	Information/feedback not routinely collected from all service users.
Consultation and community involvement	Looked After Children Members of their families	Statutory Reviews and Ad hoc representation	Varying degrees of satisfaction with different aspects of the contact process. Low levels of satisfaction are addressed on an individual basis.	Not formally collated

Performance information including Best Value	N/A			
Take up and usage data	<p>Monthly statistical data collated by</p> <ul style="list-style-type: none"> • Chesapeake • Children First, BUT NOT from Area Teams 	<p>Chesapeake</p> <p>Children First</p>	That there is insufficiency capacity to cover all existing levels of contact if the supervisor becomes unavailable.	<p>Need for a systematic review of</p> <ul style="list-style-type: none"> a. requirements b. provision
Comparative information or data where no local information	<p>Not collated in relation to contact</p> <p>Relevance questionable</p>			
Census, national or regional statistics	Not particularly relevant to contact			
Access audits or assessments such as DDA assessments	Access audits undertaken in relation to buildings			Need to address on a systematic basis in relation to different aspects of Diversity.

Workforce profile	Via application forms and profiling of staff undertaken for purposes of succession planning	Personnel data	Not specifically collated in relation in contact issues	Faith and sexuality issues are not included. To be collated in relation to contact issues.
Where service delivered under procurement arrangements – workforce profile for deliverers	Not currently collected Noted that service currently provided by Children First is out to tender.			To be obtained.
Monitoring and scrutiny outcomes	By Corporate Parenting Group in LAC Topic Review July 2006. On an ongoing ad hoc manner by the Court	Corporate Parenting Officers Officers to the Court	Not specifically collated in relation to Contact issues	To be collated in relation to contact issues.

Analysing the information and data and setting equality objectives and targets

Please give your detailed findings in this table

Service or function	Policy or practice	Findings	Which groups are affected and how	Whose needs are not being met and how?
Knowledge of diversity issues of providers of contact services	Both	Not known what the extent of knowledge of diversity issues is if providers of contact services	Not known	Not known
Profiles of a. Recipients b. Providers of services	Practice	Not known whether recipients/providers of services reflect the population as whole.	Not known	Not known
Assessment of suitability of accommodation where contact takes place.				
	Practice	Not known whether accommodation reflects cultural backgrounds of recipients of service	Possible that décor/equipment does not always reflect experiences/needs of BEM families	Not known

Specific cultural/ identity needs of BEM recipients of service				
	Practice	Possible that extent and level of contact for black children and their extended families is insufficient to meet their cultural and identity needs.		

Objectives - process, impact or outcome based

Please give your proposed objectives/ targets in this table

Objective/Target:	
Specific	COMMISSION PROVISION OF DIVERSITY TRAINING FOR ALL PROVIDERS OF CONTACT SERVICES
Measurable	Request to be submitted to Workforce Learning and Development Team
Achievable	Yes
Relevant	Yes
Timed	By 31.12.07

Objective/Target:	
Specific	REVIEW WHAT DIVERSITY INFORMATION REQUIRED ABOUT RECIPIENTS/PROVIDERS OF CONTACT SERVICES
Measurable	?
Achievable	Yes
Relevant	Purpose to be discerned.
Timed	By 30.6.08 : taking into account fact that current procured contact service is out to tender.

Objective/Target:	
Specific	REVIEW SUITABILITY OF ACCOMMODATION – IN TERMS OF DISABILITY AND ETHNICITY – WHERE CONTACT TAKES PLACE
Measurable	Yes
Achievable	Yes
Relevant	Yes
Timed	By 30.6.08 – ie in view of fact that current provision of contact by 'Children First' is out for tender.

Objective/Target:	
Specific	REVIEW WHETHER IDENTITY NEEDS OF BEM RECIPIENTS OF THE SERVICES ARE BEING MET WITHIN CURRENT LEVEL OF PROVISION IMPLANT IN THE CONTACT POLICY
Measurable	?
Achievable	Yes
Relevant	Yes
Timed	By 30.3.08

Monitoring and reviewing - incorporating into performance management

Please summarise your objectives and targets in this table with your proposed monitoring and reporting arrangements

Objective	Planned action	Target performance			Responsible lead officer	Reporting cycle, for example, quarterly
		2005/6	2006/7	2007/8		
Increase knowledge of diversity	Commission Diversity Training				Elene Constantinou	By 31.12.07
Ascertain whether info about Diversity of Recipients/Providers of Service would improve provision of contact services	Review what info is required to improve provision.				Elene Constantinou	By 30.6.08
Ensure that accommodation where contact takes place is suitable	Review accommodation in terms of needs of families with disabilities and BEH families					By 30.6.08

Ensure that Contact Policy is not disadvantaging BEM children and families	Complete Review whether contact policy as opposed to practice is disadvantageous – BEM children and families					By 31.3.08
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