

# Equality Impact Assessment Toolkit (January 2023)

**Section 1: Your details**

**EIA lead Officer:** Kerry Mehta – Assistant Director Children & Families

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**Head of Section:** Simone White

**Chief Officer:**

**Directorate:** Children’s Services

**Date:** 17/11/23

**Section 2: What Council proposal is being assessed?  
CHILDREN LOOKED AFTER SUFFICIENCY STRATEGY**

We have a responsibility, by law, to provide sufficient accommodation and support which meets the needs of children and young people in care, and those who have recently left our care at the age of 18. This Sufficiency Strategy sets out how we will deliver on our duty to be good corporate parents for children and young people who are care experienced.

**This is a developing proposal. This assessment may be reviewed and amended when necessary to ensure ongoing compliance with Equality Act 2010 and Public Sector Equality Duty.**

**Section 2a: Will this EIA be submitted to a Committee meeting?**

Yes

**If ‘yes’ please state which meeting and what date**

.....Children, Young Person and Education

...29.11.23.....

**Hyperlink to where your EIA is/will be published on the Council's website**

<https://www.wirral.gov.uk/communities-and-neighbourhoods/equality-impact-assessments>

**Section 3: Does the proposal have the potential to affect.....** (please tick relevant boxes)

- Services**
- The workforce**
- Communities**
- Other** (please state eg: Partners, Private Sector, Voluntary & Community Sector)

If you have ticked one or more of above, please go to section 4.

- None** (please stop here and email this form to your Chief Officer who needs to email it to [engage@wirral.gov.uk](mailto:engage@wirral.gov.uk) for publishing)

**Section 4:**

**Could the proposal have a positive or negative impact on any protected groups (age; disability; gender reassignment; marriage and civil partnership; pregnancy and maternity; race; religion or belief; sex; sexual orientation)?**

**You may also want to consider socio-economic status of individuals. We encourage services to consider the impact on those who serve and who have served in the armed forces and their families, in accordance with the Armed Forces Covenant**

**Please list in the table below and include actions required to mitigate any potential negative impact.**

Which group(s) of people could be affected	Potential positive or negative impact	Action required to mitigate any potential negative impact	Lead person	Timescale	Resource implications
All	<p>Positive Impact</p> <p>The sufficiency strategy has the following vision-</p> <p>To support our children to have a sense of belonging to their communities, homes that they live and peer groups. The sufficiency strategy sets out to support families for children to remain safely at home. When children need to be looked after, the strategy outlines the types of provision that is required for children, young people and care leavers.</p> <p>The Equality Objectives are:</p> <ul style="list-style-type: none"> <li>• To remove or minimise disadvantages</li> </ul>	<p>The services commissioned to have a tailored approach to meet the needs of children and families, with an understanding of any additional needs of children and families with protected characteristics.</p>	<p>Corporate parenting Board – Social care Leadership Team</p>	<p>Ongoing commitment for the duration of the strategy 2023-26</p>	<p>Early Help teams, fostering service, social work teams and commissioning teams.- core duties</p>

	<p>suffered by children due to their protected characteristics.</p> <ul style="list-style-type: none"> <li>• To take steps to meet the needs of children from protected groups where these are different from the needs of other children.</li> </ul>				
Disability	<p>Positive</p> <p>The Equality Act 2010 sets out that a person is disabled if they have a physical or mental impairment that has a 'substantial' and 'long-term' negative effect on your ability to do normal daily activities. Consideration as children's specific needs is promoted within the strategic plan and equality objectives.</p>	<p>Specific recruitment of carers who can meet the needs of disabled children</p> <p>Commissioning of Willow tree residential provision</p>	<p>CWD Team, (CWP) commissioning team, Senior Management Team CSC</p>	<p>Ongoing commitment for the duration of the strategy 2023-26</p>	<p>Early Help teams, fostering service, social work teams and commissioning teams.- Core duties</p>
Pregnancy	<p>Positive</p>	<p>There are services in place to support our pregnant women. Specific commission of foster placements to support mother and baby placements</p> <p>Specific support is in place to support vulnerable mothers through pregnancy – Pre- Birth and infant team, Family Nurse Partnership</p>	<p>Fostering Service</p>	<p>Ongoing commitment for the duration of the strategy 2023-26</p>	<p>Core duties of the Social Work and Commissioning teams</p>
Race Ethnicity	<p>Positive</p>	<p>Consideration is given to race and ethnicity when commissioning services. Services are specifically</p>	<p>Corporate Parenting Board, Senior Management</p>	<p>Ongoing commitment for the duration of</p>	<p>Core duties of the Social Work and Commissioning</p>

		commissioned for our Unaccompanied Asylum Seeking Young People to enable their cultural needs to be met.	Team	the strategy 2023-26	ng teams
Religion or belief	Positive	Staff are training to understand the impact of religion and will incorporate that into the work with young people and families	Corporate Parenting Board Senior Leadership Team	Ongoing commitment for the duration of the strategy 2023-26	Core duties of the Social Work and Commissioning teams
Sex	Positive	The strategy doesn't differentiate between males and females but would consider during identification of appropriate provision	Corporate Parenting Board Senior Leadership Team	Ongoing commitment for the duration of the strategy 2023-26	Core duties of the Social Work and Commissioning teams

**Section 4a:** Where and how will the above actions be monitored?  
This will be monitored via the Corporate Parenting Board, and the Children, Young persons and Education Committee

**Section 4b:** If you think there is no negative impact, what is your reasoning behind this?  
The strategic plan has been written to meet the needs of the children and families within Wirral, it has taken into account individual needs and protected characteristics, the objective is to meet the needs of the children and families requiring this service.

**Section 5:** What research / data / information have you used in support of this process?

Looked after Data which includes the geography and characteristics of children.

**Section 6:** Are you intending to carry out any consultation with regard to this Council proposal?

**No** – there has already been consultation with the Children in Care and Care Leavers Council, the priorities of the Children in Care and Care Leavers incorporates elements of this strategy – there is ongoing consultation with young people in relation to some of these elements.

(please stop here and email this form to your Chief Officer who needs to email it to [engage@wirral.gov.uk](mailto:engage@wirral.gov.uk) for publishing)

**Section 7:** How will consultation take place and by when?

Before you complete your consultation, please email your preliminary EIA to [engage@wirral.gov.uk](mailto:engage@wirral.gov.uk) via your Chief Officer in order for the Council to ensure it is meeting it's legal publishing requirements. The EIA will need to be published with a note saying we are awaiting outcomes from a consultation exercise.

Once you have completed your consultation, please review your actions in section 4. Then email this form to your Chief Officer who needs to email it to [engage@wirral.gov.uk](mailto:engage@wirral.gov.uk) for publishing.

**Section 8: Have you remembered to:**

- a) **Select appropriate directorate hyperlink to where your EIA is/will be published** (section 2a)
- b) **Include any potential positive impacts as well as negative impacts?** (section 4)
- c) **Send this EIA to [engage@wirral.gov.uk](mailto:engage@wirral.gov.uk) via your Chief Officer?**
- d) **Review section 4 once consultation has taken place and sent your updated EIA to [engage@wirral.gov.uk](mailto:engage@wirral.gov.uk) via your Chief Officer for re-publishing?**