

# Equality Impact Assessment Toolkit (January 2021)

## Section 1: Your details

**EIA lead Officer:** Anna Paxman- Strategic Support – programme & improvement manager

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**Head of Section:** Kerry Mehta- Asst Dir Early Help & Prevention

**Chief Officer:** Simone White – Director of Child, Family & Education

**Directorate:** Children's Services

**Date:** 03-01-2024

## Section 2: What Council proposal is being assessed?

### Reduction in LAC numbers

The overall children looked after numbers in Wirral appear to be high compared to statistical neighbours and is due to inadequate practice pre 2019 as per our 2016 inspection, our subsequent Ofsted visits identify improving practice. The numbers coming into care presently are more in line with neighbours. The cohort of children who joined during this period are likely to remain in care until age 18. If this had not been the case we would expect our CLA figures (and our expenditure) to be aligned with that of our statistical neighbours at 101 per 10,000 population. As these pre 2019 children reach 18, and leave the care system, we anticipate our CLA spending will reduce annually (assuming our incoming CLA remain at current levels). The impact of this has been modelled to produce savings.

Over time, as the impact of inadequate practice works its way out of the system we will once again align with our Statistical Nearest Neighbour average spend.

We have a strong Early Help Alliance and prevention framework in place to ensure children, young people and families get help at the earliest possible stage to prevent them entering the care system if avoidable. This includes initiatives like Cradle to Career, PAUSE and our Family Help Offer.

**This is a developing proposal and this document may be amended as necessary as any equality impacts become known**

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

**Yes**

**If 'yes' please state which meeting and what date**

This is a continuation of a previously agreed savings strategy, as such this EIA was presented to Policy & Resources Committee on Wednesday 22<sup>nd</sup> December 2021. All savings proposals were discussed again at Children, Young People and Education Committee and will be discussed again at Budget Council on Monday 26<sup>th</sup> February 2024.

**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.

X **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)

N/A this is cost reduction as children naturally leave the care system and deletion of vacancies to accommodate the reduced numbers of children in care



**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.

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

<b>Which group(s) of people could be affected</b>	<b>Potential positive or negative impact</b>	<b>Action required to mitigate any potential negative impact</b>	<b>Lead person</b>	<b>Timescale</b>	<b>Resource implications</b>

**Section 4a: Where and how will the above actions be monitored?**

**Section 4b: If you think there is no negative impact, what is your reasoning behind this?**

N/A this is cost reduction as children naturally leave the care system and deletion of vacancies to accommodate the reduced numbers of children in care

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

Benchmarking information has been used, alongside our own data on Children Looked After, to model the anticipated reduction in numbers of Children Looked After.

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

No

If 'yes' please continue to section 7.

If 'no' please state your reason(s) why:

N/A this is cost reduction as children naturally leave the care system and deletion of vacancies to accommodate the reduced numbers of children in care

(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?**