

## WORCESTERSHIRE COUNTY COUNCIL EQUALITY IMPACT ASSESSMENT DESKTOP SCREENING

**This exercise is not an EIA. It is a desktop exercise designed to establish if you need to carry out a full assessment. When completing the screening please use plain English avoiding the use of acronyms or jargon. Any documents referred to should be attached to the screening form.**

Part One: basic information needed to identify the policy and prepare for screening

1.1	Directorate and Section/Unit	Children's Services
1.2	Title or brief description of the policy being screened.	Looked After Children (LAC) Strategy
1.3	Screening by:	Siobhan Williams
1.4	Date of screening	11/01/2011
1.5	Related policies/functions:	BOLD  Next Steps  Legislation- Children Act 1989; Children Act 2004
1.6	To which section of the Directorate or Corporate "business/service plan" does this relate?	Directorate Plan  Next Steps  BOLD
1.7	Is this a new or existing policy?	New

1.8	What is the policy trying to achieve?	<p><b>Children have better outcomes if they can be enabled to live within secure, stable homes and their lifelong welfare needs can be addressed. For the majority of children &amp; young people this will be within their birth family &amp; community. Only where this cannot be made sufficiently safe, or their welfare is being significantly impaired and cannot be recovered with plans put in place to meet those needs within the birth family, or an alternative permanent family, should a child become or remain looked after, and an alternative stable, secure home be identified and supported.</b></p>
1.9	What are the planned outcomes for this policy?	<p>Fewer children needing to be looked after by:</p> <p>Being supported to live safely with their families</p> <p>Having an alternative permanent home through adoption or other legal order if they cannot live with their families or</p> <p>Being supported to live within their local community if they are moving on to adulthood</p> <p>And:</p> <p>Being cared for to meet their assessed needs if they do have to be looked after</p> <p>Ensuring placements provide good value for money and contribute to assessed outcomes required</p>
1.10	Who will benefit from the policy? How will they	<p>C&amp;YP and their families –keeping safe from harm and avoiding welfare being significantly impaired ; also better L/T outcomes in</p>

	benefit?	<p>adulthood</p> <p>Staff -smarter practice ensuring time spent is productive re outcomes needed; ensures safe practice and outcome focus; reduces bureaucracy and workloads</p> <p>Organisation- inclusive practice reducing complaints and demand on other resources by maximising family strengths &amp; partnership working;</p> <p>Community-ensuring value for taxpayers' money</p>
1.11	Who is formally responsible for the <b>delivery</b> of this policy? If different, who is responsible for <b>leading</b> on the delivery?	<p>SASMT-Siobhan Williams –Service lead</p> <p>Corporate Parenting Board takes a political lead</p> <p>TMs are responsible for delivery</p>
1.12	What (if any) are the key priorities within this policy?	<p>Children 'in need' are identified, assessed and suitable plans made &amp; actioned with C&amp;YPs and their families and partners to ensure they are safe from significant harm and their welfare is not significantly impaired. Children 'in need' in Worcs have a safe, secure home to meet their needs</p>
1.13	What (if any) previous consultation has been done on this policy? Who was consulted and when?	<p>Staff in Safeguarding &amp; Services-service seminars; Who Cares/We Care Council; care leavers focus group; Corporate Parenting Board</p> <p>Timescale for consultation-Sept-Dec 2010</p>
1.14	Is equality monitoring in place for this policy?	<p>Through Corporate Parenting Board and Improvement Board</p>

Part Two: this is the test to see if further action is required. For the purpose of this exercise concentrate on the impact on people of differing age, gender, disability, race/ethnicity, religion or belief and sexual orientation.

		Y	N	Details including what information you have based your decision on.
2.1	Is there any way in which the policy is directly discriminatory or in breach of the County Council's Equality and Diversity Policy? (see Annex E)		x	no. Policy actively supports this
2.2	Are there any barriers to people from minority groups getting the full benefit of this policy which have not been resolved as part of the policy?		x	No-the guidance takes account of ensuring services and assessments are accessible to all C&YP
2.3	Are there any other ways the policy could unintentionally deliver poorer quality outcomes for individuals because they belong to a minority group or groups?(they may belong to more than one)		x	None identified at this time
2.4	Could minority groups reasonably believe they would be likely to get poorer benefits from the policy?		x	None identified at this time
2.5	In what ways could this policy make a positive contribution to equality or to relations between groups?			The Strategy will aid understanding between Social Care professionals and the families we work with, and ensure better access to other services. It ensures full Council support.

If the answer to questions 2.1 to 2.4 is yes or "could be yes" then you **must** take action. If the issue is straightforward then remedy this **now** so the answer changes to no. If it cannot be remedied now or there are outstanding issues you must continue on to a full EIA. Where you have decided a full EIA is not required but have identified actions which must be taken then please record these below:

Specific Action	How will you know when this is completed?	Resources/cost	Person Responsible	Completion date