

PROFORMA FOR FULL EQUALITY IMPACT ASSESSMENT

DIRECTORATE:	Children's Social Care	FUNCTION:	Death & Dying
ASSESSMENT BY:	Siobhan Williams	RELATED POLICIES:	Looked After Children Policy Race Equality Scheme Serious Case Reviews – Working Together to Safeguard Children (NHS Mat Services etc)
DATE:		RELATED PROCEDURES:	Children's Services Handbook Fostering Services Handbook Residential Services Handbook Pre-Placement Agreement – West Midlands Consortium
		RELATED LEGISLATION:	Children Act, 1989 LSBC regulations 2006, Reg 5 – Serious Case Reviews
EQUALITY IMPACT ASSESSMENT WORKING GROUP:	NAMES: Siobhan Williams Chris Parker Gloria Armitage Alison King Daphne Jeffery		ROLE ON GROUP: Co-Ordinator

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STEP & PAGE IN TOOL KIT	DESCRIPTION OF STEP	CHECKLIST	
1.	<p>Identify all aims of the function:</p> <ol style="list-style-type: none"> 1. To ensure the Council fulfils its duties and responsibilities to children and young people who are terminally ill or who die when in the Council's care 2. To ensure the Council fulfils its duties and responsibilities to enable children, young people and their families to be supported where a child is terminally ill or dies when in the care of their family or in the community 3. To ensure proper procedures are followed as proscribed by the new Working Together to Safeguard Children guidance (2006) in respect of serious case reviews and collating information on child deaths in Worcestershire. 	<p>What do you want to achieve?</p> <ol style="list-style-type: none"> 1. Equitable and accessible service to meet the needs of terminally ill children and young people in the care of the Council 2. Palliative care and support to enable children and young people to remain in the care of their families or in suitable alternative community provision where possible 3. Appropriate support is available and targeted to meet assessed need – taking account of culture, ethnicity, background, language and religion 4. Clarity in respect of the Council's legal obligations and guidance to staff on the Council's duties and responsibilities 	<p>How will you do that?</p> <ol style="list-style-type: none"> 1. New guidance required for Children's Services Handbook, Residential Services Handbook and Fostering Services Handbook to assist staff in respect of the Council's legal duties and responsibilities 2. Guidance to include specific reference to sensitivity to the wishes and feelings of the child, young person and their family 3. Guidance to include specific reference to any assessed needs relating to background, culture, religious and ethical views, language and ethnicity 4. Guidance to include resource-base relating to palliative care and community based support, bereavement counselling, local religious and BME groups, translation and interpreting services
2.	<p>Summary of research – full details available in appendix</p> <p>5 children died whilst in the care of Worcestershire from 1st April 2003 to 31st March 2006. Four children died from natural causes. Two of the children had profound disabilities and one other child was registered as disabled. All 5 children were of White British origin. None of the children died as a result of non-accidental injury.</p> <p>31 children were in receipt of a supportive service from Worcestershire Social Care Services between 1st April 2003 and 31st March 2006 when they died. Of those children, one was of Bangladeshi ethnicity and one child was of Pakistani ethnicity.</p> <p>Of those children, 13 had their religion recorded and 2 had recorded that they had no religion. 16 children had their religion either not recorded or not stated.</p> <p>The Local Safeguarding Children Board has responsibility for undertaking reviews where abuse or serious neglect is known or suspected and a child has died. There has</p>	<p>What does the evidence show you?</p> <p>Insufficient data available via Health to determine whether the Council is providing S.17 support services to all terminally ill children who are in need of such services.</p> <p>Insufficient data is available to determine whether the Council is fulfilling its responsibilities to terminally ill children or other children who die when in their care in respect of arrangements after death.</p>	

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	<p>been 1 serious case review since April 2003. From April 2008, the Safeguarding Board has responsibility for collecting and analyzing information about the deaths of all children in Worcestershire; raising matters of concern; raising issues related to public health and safety; putting in place procedures for a coordinated response between agencies</p>	
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ADVERSE IMPACT ASSESSMENT

3. EQUALITY	ADVERSE IMPACT & EVIDENCE	REMEDIAL ACTION TAKEN TO DATE	POTENTIAL SOLUTIONS	ACTIONS PLANNED
Death & Dying Children with Disabilities	<ul style="list-style-type: none"> • Insufficient data available to assess whether adequate resources are in place to meet needs of terminally ill disabled children and their families • Most terminally ill disabled children remain in the care of the families and access NHS resources 	<ul style="list-style-type: none"> • Close joint working with NHS partners in short breaks provision and palliative care in the community to terminally ill children and their families • Good liaison with Home-to-School tuition • Good partnerships with community based groups and parent partnership • Links established with local groups supporting bereaved families • Well-supported Carers' Unit in Worcestershire • Increase use of Direct Payments to enable families to purchase care in their own homes • Needs assessments in place for children and families referred 	<ul style="list-style-type: none"> • Improved data collection and analysis jointly with NHS to identify resource needs and plans to address • Local Safeguarding Children Board seeking ways to collate and analyse data more effectively 	<ul style="list-style-type: none"> • Work with colleagues on Local Safeguarding Children Board to develop more effective systems for recording and identifying terminally ill children who may be in need of support from social care
Death & Dying BME	<ul style="list-style-type: none"> • Insufficient data available to assess whether adequate resources are in place to meet needs of terminally ill BME children and their families • There may be mistrust of statutory services due to difficulties in accessing services or communication or lack of information relating to cultural or religious sensitivities • Care staff may have 	<ul style="list-style-type: none"> • Needs assessments are undertaken on referral to include ethnicity, culture and background • Child's Care Plan must take into account needs relating to ethnicity, culture and background • Information is collated on ethnicity of children and young people referred for and in receipt of a Social Care service 	<ul style="list-style-type: none"> • Children's Services Handbook, Residential Services Handbook, Fostering Handbook needs to contain guidance for staff relating to BME needs of terminally ill children and bereaved families • Suitably trained interpreting and translation services need to be available to ascertain the wishes and feelings of children and their families 	<ul style="list-style-type: none"> • Revised Handbooks – new sections • Review of interpreting and translation services

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3. EQUALITY	ADVERSE IMPACT & EVIDENCE	REMEDIAL ACTION TAKEN TO DATE	POTENTIAL SOLUTIONS	ACTIONS PLANNED
	<p>insufficient knowledge of different cultural or religious views and practices relating to death and dying</p>		<p>and provide counselling when needed</p> <ul style="list-style-type: none"> • A link needs to be made to new guidance on religious worship 	
<p>Death & Dying Religion & Ethics</p>	<ul style="list-style-type: none"> • Insufficient data available to assess whether adequate resources are in place to meet needs of terminally ill children and their families with regard to religion and ethics • Care staff may have insufficient knowledge of different cultural or religious views and practices relating to death and dying 	<ul style="list-style-type: none"> • Needs assessments are undertaken to include religions beliefs and wishes and feelings related to these • Child's Care Plan must take account of needs relating to religion • Some information is collated on the religion of children referred for and in receipt of a Social Care service 	<ul style="list-style-type: none"> • Policy and guidance in relation to religious worship should include guidance relating to the views and wishes of terminally ill children and their families and bereaved families • Information and training needs to be available to Social Care staff, including carers, on diverse religions and ethical views • The Children's Services Handbook, Fostering Services Handbook and Residential Services Handbook should contain specific guidance on working with terminally ill children and young people and the Council's responsibilities and duties when a child dies in care 	<ul style="list-style-type: none"> • See EIA on Religion & Ethics

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4.	FORMAL CONSULTATION		
	The analysis, findings and action plan will be consulted on with a range of representative groups (listed below) as new guidance is developed. Feedback from this consultation will be included in the final version of the document and will inform the target initially suggested in Section 4		
	EQUALITY GROUP Hearing Impaired Learning Disability Race Women Older People Cross Cutting Mental Health Service Users	ORGANISATION TO BE CONSULTED Deaf Direct Mental Health User Group Race Forums Women's Organisations Older People's Forums Carers Support Group Worcester Mental Health Link In2Action for Children & Young People JEM Group Stakeholder Groups (CwD)	Use focus groups recommended to allow for greater exploration of issues and discussion of potential solutions
5.	DECISION AND RECOMMENDATION		
	<p>Some measures have been taken to ensure groups have equality in assessment and access to services. Other actions are planned to remedy identified issues – See Sections 2 & 3 for details.</p> <p>Service provision to meet identified needs remains an area for development.</p> <p>An implementation action plan for each service sector will be produced after the findings and recommendations have been consulted on and finalised.</p> <p>Equality objectives and targets identified in this action plan will subsequently be developed and included in Service and Team Plans.</p> <p>Initial targets identified include:</p> <p>Revision of handbook guidance to staff Local Safeguarding Children Board reviewing collation of data</p>		
6.	PUBLICATION OF ASSESSMENT RESULTS & MONITORING ARRANGEMENTS		

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	<p>The finalised assessment will be published on the Council's Equalities website and monitoring arrangements will be identified after consultation when targets are set. Results will also be published on the Council's Equalities webpage, with a link from the service page.</p>	<p>The relevant Service Managers will add EIA targets to Service Sector Plans and be responsible for monitoring.</p>
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Signed: ...Siobhan Williams
Completing Officer

...Dated: 08/08/06

Anne Binney
Lead Officer

Dated: ...30th August 2006