

## Equality and Public Health Full Impact Assessment

### Impact Assessment Id: #282

#### 1.0 Screening Information

**Project Name**

Special Guardianship Carers Finance Policy

**Name of Project Sponsor**

Maria White

**Name of Project Manager**

Louise Butler

**Name of Project Lead**

Maria White

**Please give a brief description of the project**

Creation of a policy to set up the parameters of financial support for Special Guardianship Carers.

**Data Protection screening result**

Will require a full impact assessment

**Equality and Public Health screening result**

Will require a full impact assessment

**Environmental Sustainability screening result**

Does not need a full impact assessment

## 1.1 Background and Purpose

### Background and Purpose of Project?

To support your answer to this question, you can upload a copy of the project's Business Case or similar document.

Worcestershire Children First are seeking to increase permanency for children in care via Special Guardianship Orders. A Special Guardian is usually someone with a close relationship to the child, such as a family member, former foster carer or family friend. They need to apply to the court to be appointed as a Special Guardian, which will consider their suitability and the child's needs, based on a report from the Local Authority. The financial loss to Kinship Carers on being appointed as a Special Guardianship Carer has acted as a barrier to this route to permanency for some children. The Special Guardianship Regulations 2005 and the DfES guidance to the regulations, govern the processes by which Local Authorities exercise their discretion in determining requests for special guardianship support services, including Regulation 6 financial support. A single policy on the Worcestershire Children First approach to Special Guardianship Allowances has therefore been developed to set out:

- Legislative background
- Principles
- Conditions of support and cessation of support
- Requests for assistance and assessment
- Non-periodic financial support
- Periodic support
- Appeals

### Upload Business Case or Support documents

No files uploaded

### Project Outputs

Briefly summarise the activities needed to achieve the project outcomes.

The process for writing the policy has been followed and WCF and WCC colleagues have been involved in the sign off process. This includes the WCC legal team and WCF finance. The final stage of sign off is presentation to the Cabinet Member with Responsibility.

### Project Outcomes

Briefly summarise what the project will achieve.

The finance policy clearly sets out the parameters for decision making of the financial assessment of applications for financial support from Special Guardianship Carers. This will ensure consistency of decision making.

### Is the project a new function/service or does it relate to an existing Council function/service?

Existing

### Was consultation carried out on this project?

No

## 1.2 Responsibility

### Directorate/Organisation

Worcestershire Children First

### Service Area

Throughcare and Sufficiency

## 1.3 Specifics

### Project Reference (if known)

N/A

### Intended Project Close Date \*

November 2021

## 1.4 Project Part of a Strategic Programme

Is this project part of a strategic programme?

No

## 2 Organisations Involved

Please identify the organisation(s) involved:

Worcestershire County Council

Other - Worcestershire Children First

Details of contributors to this assessment:

<b>Name</b>	Maria White
<b>Job title</b>	Assistant Director, Permanency - Care Proceedings, Fostering and Adoption
<b>Email address</b>	MWhite2@worcschildrenfirst.org.uk

## 3.0 Who will be affected by the development and implementation

Please identify group(s) involved:

Service User

## 3.1 Information and evidence reviewed

**What information and evidence have you reviewed to help inform this assessment? \***

\* Reviewed data in relation to looked after children, kinship care, SGO and outcomes of care proceedings. \* Reviewed kinship strategy 2012 and family and friends 2011 to ensure fit for purpose. \* Researched and engaged with regional partners in relation to SGO core offer/SGO financial policy.

## 3.2 Summary of engagement or consultation undertaken

**Who and how have you engaged, or why do you believe engagement is not required? \***

The SGO finance policy underpins the Kinship Strategy of 2012 for which a consultation of the following people was undertaken: Existing kin carers, children and young people placed with kin carers, other foster carers, independent reviewing officers, CAFCASS (children's Guardians), Children's services staff, general public.

## 3.3 Summary of relevant findings

**Please summarise your relevant findings. \***

\* Focus is on the income for the child rather than household income. \* Age appropriate foster care allowance used as the required level of income for child who is subject of the order. \* Additional payments for carers where they has previously been a foster carer.

## 4 Protected characteristics - Equality

Please consider the potential impact of this activity (during development & implementation) on each of the equality groups outlined below. **Please select one or more impact box(es) below for each equality group and explain your rationale.** Please note it is possible for the potential impact to be both positive and negative for the same equality group and this should be recorded. Remember to consider the impact on e.g. staff, public, patients, carers etc. who are part of these equality groups.

### Age

Potential positive impact selected.

#### Explanation of your reasoning:

The financial loss to Kinship Carers on being appointed as a Special Guardianship Carer has acted as a barrier to this route to permanency for some children. The Special Guardianship Regulations 2005 and the DfES guidance to the regulations, govern the processes by which Local Authorities exercise their discretion in determining requests for special guardianship support services, including Regulation 6 financial support. The finance policy has been developed to set the parameters to ensure all Special Guardianship Careres applications for financial assistance are treated fairly.

### Disability

Potential positive impact selected.

#### Explanation of your reasoning:

The financial loss to Kinship Carers on being appointed as a Special Guardianship Carer has acted as a barrier to this route to permanency for some children. The Special Guardianship Regulations 2005 and the DfES guidance to the regulations, govern the processes by which Local Authorities exercise their discretion in determining requests for special guardianship support services, including Regulation 6 financial support. The finance policy has been developed to set the parameters to ensure all Special Guardianship Careres applications for financial assistance are treated fairly.

### Gender reassignment

Potential positive impact selected

#### Explanation of your reasoning:

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### Marriage and civil partnerships

Potential positive impact selected.

#### Explanation of your reasoning:

The financial loss to Kinship Carers on being appointed as a Special Guardianship Carer has acted as a barrier to this route to permanency for some children. The Special Guardianship Regulations 2005 and the DfES guidance to the regulations, govern the processes by which Local Authorities exercise their discretion in determining requests for special guardianship support services, including Regulation 6 financial support. The finance policy has been developed to set the parameters to ensure all Special Guardianship Careres applications for financial assistance are treated fairly.

### Pregnancy and maternity

Potential positive impact selected.

#### Explanation of your reasoning:

The financial loss to Kinship Carers on being appointed as a Special Guardianship Carer has acted as a barrier to this route to permanency for some children. The Special Guardianship Regulations 2005 and the DfES guidance to the regulations, govern the processes by which Local Authorities exercise their discretion in determining requests for special guardianship support services, including Regulation 6 financial support. The finance policy has been developed to set the parameters to ensure all Special Guardianship Careres applications for financial assistance are treated fairly.

### Race including travelling communities

Potential positive impact selected.

#### Explanation of your reasoning:

The financial loss to Kinship Carers on being appointed as a Special Guardianship Carer has acted as a barrier to this route to permanency for some children. The Special Guardianship Regulations 2005 and the DfES guidance to the regulations, govern the processes by which Local Authorities exercise their discretion in determining requests for special guardianship support services, including Regulation 6 financial support. The finance policy has been developed to set the parameters to ensure all Special Guardianship Careres applications for financial assistance are treated fairly.

### Religion and belief

Potential positive impact selected.

#### Explanation of your reasoning:

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### Sex

Potential positive impact selected.

#### Explanation of your reasoning:

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### Sexual orientation

Potential positive impact selected.

#### Explanation of your reasoning:

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## 5 Characteristics - Public health

### Other vulnerable and disadvantaged groups

Potential positive impact selected.

#### Explanation of your reasoning:

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### Health inequalities

Potential positive impact selected.

#### Explanation of your reasoning:

The policy should promote the opportunity for young people to live within their families which in turn would promote their emotional health and wellbeing.

### Social and economic

Potential positive impact selected.

#### Explanation of your reasoning:

The policy should promote the opportunity for young people to live within their families which in turn would enable them to be better supported.

### Physical health

Potential positive impact selected.

#### Explanation of your reasoning:

The policy should promote the opportunity for young people to live within their families which in turn would promote their emotional health and wellbeing.

### Mental health and wellbeing

Potential positive impact selected.

#### Explanation of your reasoning:

The policy should promote the opportunity for young people to live within their families which in turn would promote their emotional health and wellbeing.

### Access to services

Potential neutral impact selected.

#### Explanation of your reasoning:

The policy will not impact access to services.

## 6 Actions to mitigate potential negative impacts

You have confirmed that there are no negative impacts for equality protected characteristics and public health characteristics.

## 7 When will you review this equality and public health estimate(EPHIA)?

Annually

## 8 Declaration

The following statement has been read and agreed:

- All public bodies have a statutory duty under the Equality Act 2010 to set out arrangements to assess and consult on how their policies and functions impact on the 9 protected characteristics: Age; Disability; Gender Reassignment; Marriage & Civil Partnership; Pregnancy & Maternity; Race; Religion & Belief; Sex; Sexual Orientation
- Our Organisation will challenge discrimination, promote equality, respect human rights, and aims to design and implement services, policies and measures that meet the diverse needs of our service, and population, ensuring that none are placed at a disadvantage over others
- All staff are expected to deliver and provide services and care in a manner which respects the individuality of service users, patients, carers etc, and as such treat them and members of the workforce respectfully, paying due regard to the 9 protected characteristics

I confirm to the best of my knowledge that the information I have provided is true, complete and accurate

I confirm that I will make sure that Equality and Public Health have been and continue to be considered throughout the project life cycle and that, if circumstances change in the project, a further Equality and Public Health Impact Assessment Screening will be carried out.