

DUNDEE CITY COUNCIL - Equality Impact Assessment Tool

Is this a Rapid Equality Impact Assessment (RIAT) ?	YES
Is this a Full Equality Impact Assessment (EQIA)?	NO
Date of assessment 11/1/13	Title of document being assessed Kinship Care Strategy
Committee report number 83-2013	
1) This is a new policy, procedure, strategy or practice being assessed (If yes please tick box) X	This is an existing policy, procedure, strategy or practice being assessed? (If yes please tick box) <input type="checkbox"/>
2) Please give a brief description of the policy, procedure, strategy or practice being assessed.	A strategy designed to improve the provision of assessment, care planning and support services for Kinship Carers in Dundee who look after children and young people from within their own family, or friends' children, when birth parents are no longer able to do so.
3) What is the intended outcome of this policy, procedure, strategy or practice?	To improve outcomes for children and young people placed in kinship care, through the provision of improved assessment, care planning and support services for kinship carers, together with individualised support plans and packages of support for each carer and the children who are placed with them.
4) Please list any existing documents which have been used to inform this Equality and Diversity Impact Assessment	<ul style="list-style-type: none"> • GIRFEC (Getting it Right for Every Child) Guidance from Scottish Government • Statistical info from Social Work Client Database (as provided to the Scottish Government for inclusion in CLAS -Looked After Children national statistics) • Final Report GLASGOW East CHCP Kinship Care Equality Impact assessment • Declaration of Human Rights
5) Has any consultation, involvement or research with protected characteristic communities informed this assessment? If yes please give details.	<p>1 Specific consultation activities were carried out with kinship carers in Dundee regarding the proposals within this strategy - these have not highlighted any specific equality issues.</p> <p>2 The statistics for looked after children in Dundee suggest that the looked after children population in Dundee is reflective of the local population.</p> <p>3 Glasgow East CHCP EQIA report identified that kinship carers there had a similar mix of characteristics to the local population in Glasgow.</p> <p>4 Kinship carers are often grandparents, some of whom are older than the average parent. There can be needs that are age/experience related e.g. need for numeracy/ literacy/IT skills to support children with homework, and additional supports need to be provided for kinship carers. However local consultation so far has not identified any evidence that age in itself is a factor that causes negative impacts.</p>

6) Please give details of council officer involvement in this assessment. (E.g. names of officers consulted, dates of meetings etc)	Kerstin Jorna (Senior Officer) Heather Gunn (Service Manager) Joyce Barclay(Senior Officer) Lynn Armstrong (Social Worker in Training)
7) Is there a need to collect further evidence or to involve or consult protected characteristics communities on the impact of the proposed policy?	A change in data inputting systems means Client Index Database in Social Work is likely to generate better statistics regarding disability characteristics of looked after children. It is anticipated that this information will inform the planned activity to support kinship carers.

Part 2 Protected Characteristics

Which protected characteristics communities will be positively or negatively affected by this policy, procedure or strategy?

NB Please place an X in the box which best describes the "overall" impact. It is possible for an assessment to identify that a positive policy can have some negative impacts and visa versa. When this is the case please identify both positive and negative impacts in Part 3 of this form.

If the impact on a protected characteristic communities are not known please state how you will gather evidence of any potential negative impacts in box Part 1 section 7 above.

	Positively	Negatively	No Impact	Not Known
Ethnic Minority Communities including Gypsies and Travellers	X	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Gender	<input type="checkbox"/>	<input type="checkbox"/>	x	<input type="checkbox"/>
Gender Reassignment	<input type="checkbox"/>	<input type="checkbox"/>	x	<input type="checkbox"/>
Religion or Belief	x	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
People with a disability	<input type="checkbox"/>	<input type="checkbox"/>	x	?
Age	x	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Lesbian, Gay and Bisexual	<input type="checkbox"/>	<input type="checkbox"/>	x	<input type="checkbox"/>
Socio-economic	x	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Pregnancy & Maternity	<input type="checkbox"/>	<input type="checkbox"/>	x	<input type="checkbox"/>
Other (please state)	<input type="checkbox"/>	<input type="checkbox"/>	x	<input type="checkbox"/>

Part 3 Impacts / Monitoring

<p>1) Have any positive impacts been identified?</p>	<p>Children and young people will have the benefit of being supported to stay within their birth family network - this is in line with the requirements of Human Rights Article 8: Right to respect for family life.</p> <p>It is recognised that children/young people in kinship care placements with family/friends are more likely to be in a family home where there is a cultural, religious and belief system compatible with those of their birth parents and extended family.</p> <p>The strategy aims to keep families together and improve the quality of life and support available for children and their kinship carers. There is recognition of the need to improve the support available to kinship carers to help them both provide the best care possible for children, and maintain positive relationships where possible with birth parents.</p>
<p>2) Have any negative impacts been identified?</p>	<p>There are known negative impacts on carers when providing care for a child in kinship care arrangements, but this strategy is designed to address these.</p> <p>The possible negative socio-economic impact of caring for additional children/young people in a household will be addressed by this strategy by ensuring “better off” financial calculations, provision of welfare rights/benefits advice, and allocation of a weekly allowance to kinship carers, in line with their individually assessed needs and means.</p>
<p>3) What action is proposed to overcome any negative impacts?</p>	<p>N/A. There is work taking place in Dundee through Integrated Children’s Services to strengthen universal services and ensure that all children and young people are supported to achieve positive outcomes. Those children and young people in kinship care placements are also the subject of additional multi-agency assessment, and the actions required to provide them with appropriate supports and services are incorporated into an individualised child’s plan aimed at promoting best outcomes.</p> <p>Parents are supported to look after their own children wherever possible, and Dundee has services for those parents who require it, to support them in their role. Wherever possible, children in kinship care will be returned to the care of their parents, where it is in their best individual interests to do so.</p>
<p>4) Is there a justification for continuing with this policy</p>	<p>If yes please give further details n/a</p>
<p>5) Has a 'Full' Equality Impact Assessment been recommended?</p>	<p>f yes please give further details n/a</p>
<p>6) How will the policy be monitored? (How will you know it is doing what it is</p>	<p>This strategy will have a project plan with information and data gathered to measure and monitor its implementation and effectiveness.</p>

<p>intended to do? e.g. data collection, customer survey etc.</p>	<p>Further local consultation with kinship carers is proposed through an event planned to take place later in 2013. A Reference Group of Kinship Carers is also to be established in Dundee.</p> <p>Children in kinship care will have an individualised child's plan. Each child's plan is the subject of regular review to ensure that the services and supports provided are continuing to meet the child's needs and improving outcomes. The strategy is proposing that individualised support plans be agreed for each kinship carer and that these are subject to the same monitoring and review processes.</p> <p>Detailed planning will take place in the allocation of any resources to support the development of a specialist kinship care resource team to ensure that increasing support for kinship carers is not negatively impacting on any other protected characteristics group.</p>
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Part 4 Contact information

Name of Department or Partnership: Social Work

Type of Document

Human Resource Policy	<input type="checkbox"/>
General Policy	<input type="checkbox"/>
Strategy/Service	x
Change Papers/Local Procedure	<input type="checkbox"/>
Guidelines and Protocols	<input type="checkbox"/>
Other	<input type="checkbox"/>

Contact Information

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Signature of author of the policy:

Date

Signature of Director / Head of Service area:

Date

Name of Director / Head of Service:

Date of next policy review: