

**City of York Council**  
**Equalities Impact Assessment**

<b>Directorate:</b>	Children's		
<b>Service Area:</b>	Children's Services		
<b>Name of the proposal :</b>	Corporate Parenting Strategy		
<b>Lead officer:</b>	Martin Kelly		
<b>Date assessment completed:</b>	19/10/2023		
<b>Names of those who contributed to the assessment :</b>			
<b>Name</b>	<b>Job title</b>	<b>Organisation</b>	<b>Area of expertise</b>
Niall McVicar	Head of Innovation and Children's Champion	City of York Council	Children's Rights
Sara Sherwood	Head of Corporate Parenting	City of York Council	Corporate Parenting
Caroline Mitchell	Children's Rights Manager	City of York Council	Children's Rights
Abbie Hartas	Corporate Parenting Advisor	City of York Council	Children's Rights and views
Annie Whitley	Corporate Parenting Advisor	City of York Council	Children's Rights and views

## Step 1 – Aims and intended outcomes

<b>1.1</b>	<b>What is the purpose of the proposal?</b> Please explain your proposal in Plain English avoiding acronyms and jargon.
	The purpose of the proposal is to assess how the City of York's Corporate Parenting Strategy for 2024-2027 will impact equality among care experienced children and young people and care leavers. The Corporate Parenting Strategy outlines our ambitions for children and young people who are looked after by us, the local authority, as their corporate parents. The strategy also sets out our long-term aspirations for care experienced young people as they become adults.

1.2	<p><b>Are there any external considerations?</b> (Legislation/government directive/codes of practice etc.)</p>
	<p>The Corporate Parenting Strategy is guided by various legislation, government directives, and codes of practice that outline the responsibilities of local authorities and other organizations in providing care and support to children in care and care leavers. Some of the key external considerations include:</p> <p><b>Children Act 1989 and 2004:</b> These acts set out the legal framework for the care and protection of children in England and Wales. They establish the duties of local authorities to safeguard and promote the welfare of children, including those in care. The 2004 Act sets out the concept of corporate parenting and the need for local authorities to act as a good parent would.</p> <p><b>Children and Social Work Act 2017:</b> This sets out corporate parenting principles and specifies the responsibilities of local authorities and their partners in promoting the well-being and life chances of children in care and care leavers. It requires local authorities to publish a corporate parenting strategy.</p> <p><b>Care Leaver Strategy:</b> The UK government has issued guidance on the support and services that should be provided to care leavers to help them transition successfully into adulthood. This includes areas like education, housing, and support until the age of 25.</p> <p><b>Equalities Legislation:</b> The Equality Act 2010 prohibits discrimination on various grounds, including age, race, gender, and disability. A corporate parenting strategy must ensure that it does not discriminate against any group of children or care leavers and promotes equality of opportunity.</p> <p><b>UN Convention on the Rights of the Child (UNCRC):</b> The UK is a signatory to the UNCRC, which sets out the rights of children in areas such as health, education, and family life. A corporate parenting strategy should align with the principles and rights outlined in the UNCRC.</p>

1.3	<b>Who are the stakeholders and what are their interests?</b>
	<p><b>Care experienced children and young people and Care Leavers:</b> Children and care leavers are the primary beneficiaries of the strategy. They have a vested interest in receiving high-quality care, support, and opportunities that enable them to thrive, achieve their potential, and lead fulfilling lives.</p> <p><b>Elected Members:</b> Elected Members are responsible for fulfilling their legal duties as corporate parents. They have an interest in fulfilling these obligations effectively, efficiently, and within available resources, while ensuring positive outcomes for children and young people.</p> <p><b>Social Workers and Professionals:</b> Social workers, teachers, and other professionals working with children in care and care leavers are interested in providing the best support, guidance, and care to help these young people achieve their goals and overcome challenges.</p> <p><b>Healthcare Providers:</b> Healthcare providers are responsible for the physical and mental health of children in care. Their interest lies in delivering timely and effective healthcare, including access to mental health services, to meet the health and well-being needs of these young people.</p> <p><b>Foster Carers and other placement providers:</b> Foster carers and other placement providers have a keen interest in receiving adequate training, support, and resources to care for children effectively. They want to ensure the well-being and development of children placed in their care.</p> <p><b>Education Providers</b> Schools, colleges, and universities aim to provide quality education and support to children in care and care leavers. Their interest is in helping these individuals achieve their educational and career aspirations and ensuring they have a sense of belonging in the educational system.</p> <p><b>Local Communities</b></p>

	<p>The wider community and the general public have an interest in supporting initiatives that help children in care and care leavers integrate into society successfully, as this contributes to community cohesion and social well-being.</p>
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<p><b>1.4</b></p>	<p><b>What results/outcomes do we want to achieve and for whom?</b> This section should explain what outcomes you want to achieve for service users, staff and/or the wider community. Demonstrate how the proposal links to the Council Plan (2024- 2027) and other corporate strategies and plans.</p>
	<p>The Corporate Parenting Strategy is focused on improving outcomes for care experienced young people and care leavers. The priorities and expected outcomes of the Corporate Parenting Strategy are shown below. The relevant Council Plan priorities are shown in brackets next to each priority.</p> <p><b>Where you live (Council Plan priority links – Housing, Health and Well-being)</b>  We will do our best to find carers who will get to know young people and help them to feel safe, comfortable and cared for. We will listen to young people so we can try to find the right place for them to live.</p> <p>What does success look like?</p> <ul style="list-style-type: none"> <li>• More children live in York provision.</li> <li>• Ensure children have placement stability.</li> <li>• More young people tell us that where they live is right for them.</li> </ul> <p><b>Family and Friends (Council Plan priority links – Health and Well-being)</b>  We recognise how important relationships are in supporting young people to thrive and become independent. We will work hard to support young people to keep in touch with family and friends and if this is not possible, we will help them to understand why.  We will prioritise the development of positive and stable relationships between children and young people in care and their support network.</p>

What does success look like?

- Children and young people tell us they understand their life story and are able to keep in touch with people that matter.
- Improved take up and feedback on the use of family time.

### **Education (Council Plan priority links – Education and Skills)**

We will work to support young people engage with education that helps them to reach their potential. We want to make sure children and young people have a sense of 'belonging' in schools. We will also develop our approach to apprenticeships and access to employment so young people can realise their ambitions.

What does success look like?

- Children tell us that their PEPs are meaningful and reflect their aspirations.
- Our Quality Assurance tells us the quality of PEPs is consistently good.
- We know that children and young people have a sense of 'belonging' in schools and have a positive experience of education.
- Our data tells us that children and young people are attending and engaged with their education.
- We know care experienced people are in education, employment or training.
- We know young people are accessing apprenticeships and education through the local authority and partners.

### **Health (Council Plan priority links – Health and Well-being)**

We will work in partnership with health to ensure that the health needs of children and young people in our care are prioritised and met. We will do our best to ensure children have access to appropriate support in relation to their well-being and mental health.

What does success look like?

- Children and young people tell us about their well-being and access to support.
- We deliver against our targets for dental checks, Initial and Review Health Assessments.

- We can demonstrate the impact of No Wrong Door and Staying Close on children’s well-being.
- We can demonstrate with health access to and the impact of CAMHS support for children and young people in care.

**Support into adulthood and independence (Council Plan priority links – Education and skills, Economy and good employment)**

We will support care-experienced young people prepare for independence, developing essential skills, and nurturing meaningful relationships to empower them in their journey towards a successful and fulfilling life.

What does success look like?

- Care leavers tell us how well pathway planning is working.
- We are in contact with care leavers and can demonstrate the impact of pathway planning.
- Care leavers are in suitable accommodation/housing.

**Good corporate parents (Council Plan priority links – How the Council operates)**

Everyone will play their part in being a good corporate parent by actively fostering a nurturing and inclusive environment that empowers care-experienced young individuals to thrive. Our Children and Young People have a voice in the way we deliver our services and we will act upon what they tell us.

What does success look like?

- Children and young people tell us they feel listened to and that their voice makes a difference.
- Children and young people tell us they see their milestones and achievements are celebrated.
- We can see Mind of My Own is being used and making a positive difference.
- We are assured the workforce understand their responsibilities as corporate parents.
- The Corporate Parenting Board is able to demonstrate the difference it is making.

## Step 2 – Gathering the information and feedback

2.1	<b>What sources of data, evidence and consultation feedback do we have to help us understand the impact of the proposal on equality rights and human rights?</b> Please consider a range of sources, including: consultation exercises, surveys, feedback from staff, stakeholders, participants, research reports, the views of equality groups, as well your own experience of working in this area etc.	
<b>Source of data/supporting evidence</b>	<b>Reason for using</b>	
City of York Council Plan	To ensure the Corporate Parenting Strategy reflects the wider Council Plan	
Feedback from care experienced children and young people.	To ensure the Corporate Parenting Strategy reflects the needs and priorities of care experienced children and young people.	
Data and performance information for care experienced children and young people.	To inform the priorities of the Corporate Parenting Strategy.	
Feedback from the Corporate Parenting Board.	To ensure ownership of the Corporate Parenting Strategy by the Corporate Parenting Board.	
Inspection frameworks and inspection feedback.	To inform the Corporate Parenting Strategy.	
Corporate Parenting guidance and principles.	To inform the Corporate Parenting Strategy.	

### Step 3 – Gaps in data and knowledge

3.1	What are the main gaps in information and understanding of the impact of your proposal? Please indicate how any gaps will be dealt with.	
<b>Gaps in data or knowledge</b>		<b>Action to deal with this</b>
No known gaps in data or knowledge.		n/a

### Step 4 – Analysing the impacts or effects.

4.1	Please consider what the evidence tells you about the likely impact (positive or negative) on people sharing a protected characteristic, i.e. how significant could the impacts be if we did not make any adjustments? Remember the duty is also positive – so please identify where the proposal offers opportunities to promote equality and/or foster good relations.		
<b>Equality Groups and Human Rights.</b>	<b>Key Findings/Impacts</b>	<b>Positive (+) Negative (-) Neutral (0)</b>	<b>High (H) Medium (M) Low (L)</b>
<b>Age</b>	The Corporate Parenting Strategy is for children in care and care leavers. To ensure effective and meaningful intervention and aspirations to improve outcomes. The proposed changes should have a positive impact for children and young people in care and also for care leavers entering adulthood.	+	H
<b>Disability</b>	The Corporate Parenting Strategy is inclusive of all our children including those with an identified disability. The positive impact of the strategy will include this group of children in care and care leavers.	+	M
<b>Gender</b>	The strategy is not expected to impact on this characteristic.	0	

<b>Gender Reassignment</b>	The Corporate Parenting Strategy is inclusive of all our children including those identifying with gender reassignment. The positive impact of the strategy will include this group of children in care and care leavers.	+	M
<b>Marriage and civil partnership</b>	The strategy is not expected to impact on this characteristic.	0	
<b>Pregnancy and maternity</b>	A number of care experienced young people become parents, similar to many parents they may need additional support. The Corporate Parenting Strategy is expected to make a positive impact on support for care experienced young people who become parents.	+	M
<b>Race</b>	York is the Corporate Parent to a growing number of unaccompanied asylum seeking children. Delivery of the Corporate Parenting Strategy should positively benefit this group.	+	M
<b>Religion and belief</b>	The strategy is not expected to impact on this characteristic.	0	
<b>Sexual orientation</b>	The Corporate Parenting Strategy is inclusive of all our children all sexual orientations. The positive impact of the strategy will include this group of children in care and care leavers.	+	M
<b>Other Socio-economic groups including :</b>	<b>Could other socio-economic groups be affected e.g. carers, ex-offenders, low incomes?</b>		
<b>Carer</b>	The strategy is not expected to impact on this characteristic.	0	
<b>Low income groups</b>	Delivery of the plan would improve outcomes for children and young people living in low income groups.	+	M

<b>Veterans, Armed Forces Community</b>	The strategy is not expected to impact on this characteristic.	0	
<b>Other</b>			
<b>Impact on human rights:</b>			
List any human rights impacted.	<p>The UN Convention on Rights of the Child are most relevant to the Corporate Parenting Strategy. The strategy should impact across all articles of the convention but in particular the ones listed below.</p> <ul style="list-style-type: none"> <li>• <b>Article 3</b> - Best Interests of the Child: The strategy places the best interests of children in care at the forefront of how we work and decision making. This is enshrined in our practice model.</li> <li>• <b>Article 6</b> – Life, Survival and Development: By providing access to education, healthcare, and support, the strategy contributes to the child's right to survival and development.</li> <li>• <b>Article 12</b> - Respect for the Views of the Child: The strategy involves children in care in decision-making processes, ensuring their voices are heard and considered.</li> <li>• <b>Article 20</b> - Children unable to live with their family: The strategy deals with aspects of alternative care for children who cannot be with their biological families, promoting their right to a safe and nurturing environment.</li> </ul>	+	<b>M</b>

	<ul style="list-style-type: none"> <li>• <b>Article 23</b> - Disabled Children: For children with disabilities in care, the strategy recognises their unique needs, ensuring they have access to healthcare, education, and support.</li> <li>• <b>Article 24</b> - Health and Health services: The strategy prioritises children's access to healthcare, including mental health support, aligning with the right to health.</li> <li>• <b>Article 27</b> - Adequate Standard of Living: The strategy gives focus to children in care have an adequate standard of living, encompassing their housing and well-being.</li> <li>• <b>Article 29</b> - Goals of Education: By emphasizing quality education and support for academic and personal development, the strategy aligns with the goals of education for children in care.</li> <li>• <b>Article 39</b> - Recovery and Reintegration: For children who have experienced abuse or neglect, the strategy should support their recover, dignity, self-respect and social life.</li> </ul>		
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## Step 5 - Mitigating adverse impacts and maximising positive impacts

5.1	<p><b>Based on your findings, explain ways you plan to mitigate any unlawful prohibited conduct or unwanted adverse impact. Where positive impacts have been identified, what is been done to optimise opportunities to advance equality or foster good relations?</b></p>
<p>There are no negative adverse impacts identified though the introduction of the Corporate Parenting Strategy. The introduction of the Corporate Parenting Strategy should make a positive difference to children and young people who would otherwise be at risk of discrimination and adversity. The Corporate Parenting Strategy and its delivery</p>	

will be overseen by the Corporate Parenting Board and its impact evaluated jointly with care experienced young people.

## Step 6 – Recommendations and conclusions of the assessment

6.1	<p><b>Having considered the potential or actual impacts you should be in a position to make an informed judgement on what should be done. In all cases, document your reasoning that justifies your decision. There are four main options you can take:</b></p>
<ul style="list-style-type: none"> <li>• <b>No major change to the proposal</b> – the EIA demonstrates the proposal is robust. There is no potential for unlawful discrimination or adverse impact and you have taken all opportunities to advance equality and foster good relations, subject to continuing monitor and review.</li> <li>• <b>Adjust the proposal</b> – the EIA identifies potential problems or missed opportunities. This involves taking steps to remove any barriers, to better advance quality or to foster good relations.</li> <li>• <b>Continue with the proposal</b> (despite the potential for adverse impact) – you should clearly set out the justifications for doing this and how you believe the decision is compatible with our obligations under the duty</li> <li>• <b>Stop and remove the proposal</b> – if there are adverse effects that are not justified and cannot be mitigated, you should consider stopping the proposal altogether. If a proposal leads to unlawful discrimination it should be removed or changed.</li> </ul>	
<b>Option selected</b>	<b>Conclusions/justification</b>
<b>No major change to the proposal</b>	The Corporate Parenting Strategy has been developed with consideration of the needs and inequalities of children and young people in care and care leavers.

## Step 7 – Summary of agreed actions resulting from the assessment

<b>7.1</b>	<b>What action, by whom, will be undertaken as a result of the impact assessment.</b>		
<b>Impact/issue</b>	<b>Action to be taken</b>	<b>Person responsible</b>	<b>Timescale</b>
	Implement the Corporate Parenting Strategy	Corporate Parenting Board	2024-2027

## Step 8 - Monitor, review and improve

<b>8. 1</b>	<b>How will the impact of your proposal be monitored and improved upon going forward?</b> Consider how will you identify the impact of activities on protected characteristics and other marginalised groups going forward? How will any learning and enhancements be capitalised on and embedded?
	The Corporate Parenting Strategy is monitored on a regular basis by the Corporate Parenting Board.