

Midlothian Council Equality Impact Assessment Form



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Lead contact:

Mary Smith

Section A: Introduction

1. Title of policy, procedure or function being assessed

Corporate Parenting Board

2. Divisions/organisations/groups involved in doing this Equality Impact Assessment

Education and Children's Services

3. Date started:

29/5/13

Date completed:

29/5/13

Section B: Information

4. Please describe the Policy, Procedure or Function you are impact assessing

Replacing the Children's Champion Scheme with the Corporate Parenting Board, which will work to improve the positive destinations and outcomes for Looked After and Looked After and Accommodated Children (LAC and LAAC) for whom the Council is Corporate Parent. As at April 2013 there are 286 LAC and LAAC that Midlothian Council is responsible for*.

* Summary of Indicators relating to Children and Young People April 2013

5. What information and consultation data do you have to inform your assessment? What does it tell you?

Numeracy, Literacy and educational attainment are far lower for LAC/LAAC than the average in Midlothian**, this makes it clear that there is a need for the Council to put measures in place to help these vulnerable children and

young people realise their full potential.

Of the 406 children looked after (at home or accommodated) in 2012 two were recorded as non-white and 18 had disabilities.***

** Scottish Government figures for 2010/11, Midlothian average tariff score =366, average tariff score for looked after children = 56 (8 children).

*** Scottish Government LAC data return 2012

6. Do you need more information or more consultation/engagement data?

- Do you need anything more:
 - i. to do this Equality Impact Assessment (EQIA)
 - ii. to monitor or assess, in future, the impact of the policy/procedure or function you are EQIAing on people with different equalities characteristics
- Lack of data is not a sufficient reason to conclude there is no impact. It is insufficient to state that a policy will affect everyone equally without having considered the different barriers some people may encounter.

No.

Section C: Assessment

Midlothian Council equality impact assesses on **all** of the characteristics in the shaded area below, so you should consider all of these in your assessment. If you want you can consider other groups as well.

Race (this includes ethnic or national origins, colour and nationality)

Disability (e.g. physical disabilities, sensory impairments, learning disabilities, mental health conditions or long-term illnesses)

Sex(male/female)

Age (all ages)

Sexual Orientation (gay man, gay woman/lesbian, bisexual, heterosexual/straight)

Religion or belief (including having no religion or belief)

Pregnancy and maternity (having just had a baby or being pregnant)

Gender reassignment or transgender status (a person who is proposing to undergo is undergoing or has undergone a process to change their sex)

Marriage and Civil Partnership

People experiencing poverty or at risk of poverty: (poverty may be simply defined

as not having enough money to meet one's basic daily needs or to have the things that most people in the UK take for granted).

As you answer questions 7i. to 7iv. over the page:

a) Think about the policy, practice or function you are assessing and

- people with the above characteristics
- people associated with them (e.g. a parent or carer)
- people mistakenly assumed to have the above characteristics

Remember to consider impacts on staff as well as communities and customers.

Continued.../

b) Consider whether the above people are likely to have different needs, or be affected in different ways by what you are doing/proposing. e.g.

- People may need, or benefit from, information provided in a particular format, like large print or easyread.
- A queuing system which relies on people standing for long periods will make it very difficult for some people to use the service.
- Charging more for a service is likely to affect people from several of the groups in the shaded area above, as on average they have a lower income.
- Targeting an area of high poverty could leave people experiencing poverty outside the area even worse off in comparison

c) Consider the General Equality Duty requirements to pay due regard to the need to:

- eliminate discrimination, victimization, harassment or other local conduct that is prohibited under the Equality Act 2010 in relation to the characteristics listed in shaded area at the top of this page (except poverty)
- advance equality of opportunity between and foster good relations between people who share a characteristic in the shaded area and those who do not (except marriage and civil partnership and poverty)

7i. Note any positive impacts on the above equalities groups

The work of the Board will improve the outcomes for LAC and LAAC, some of whom have protected characteristics. It will seek to eliminate discrimination etc. and advance equality of opportunity for them.

7ii. Note any negative impacts on equalities groups

The Board will seek to remove barriers to children and young people achieving their potential, therefore it will be looking at ways to remove any negative impacts that they are experiencing.

7iii. How significant would this negative impact be, and what kind of numbers would be affected?

N/a.

7iv. Note any opportunities for making a positive impact on equalities groups.

As described above, the Board will seek to make a positive impact on outcomes for LAC and LAAC, some of whom have protected characteristics.

Section D: Actions and Outcomes

Questions 8 and 9 below ask about actions which have been taken, or will be taken **as a result** of this Equality Impact Assessment (EQIA). Any pre-existing actions should be included in earlier sections.

8. Note any actions you will be taking as a result of this EQIA:

Think about what you can do to:

- minimise or remove any negative impacts, and
- maximise the opportunities for positive impacts

N/a.

9. Please note any actions you have already taken as a result of this EQIA here.

N/a.

10. How will you track/monitor that the actions you mentioned in 8. have been achieved?

e.g. by adding them to a work plan, service plan etc.

N/a.

11. If you have decided not to take any action please note why this is, and any justification, here.

A significant negative impact, even if it affects only a small number of people, should be addressed.

The Board's remit and terms of reference set out its core purpose to have a positive impact on the lives of vulnerable children and young people for whom Midlothian Council is a Corporate Parent. No significant negative impacts have been identified.

12. Is a more detailed assessment recommended?

No