

Section 2

Equality Analysis Toolkit

Children Looked After Strategy 2014- 17

Leaving Care Strategy 2014- 17

April 2015

What is the purpose of the Toolkit

The toolkit is a corporate guidance document that is designed to encourage county council officers to think about the work they are doing, or about to do, from the citizen's perspective, to ensure that they have developed their services and policies with people's needs in mind, and can provide evidence of this process.

As officers, our aim is to provide the very best for the people of Lancashire. The toolkit is a fundamental part of the systematic process we use to plan and develop our services, policies, strategies and partnerships so that they better meet the needs of all our citizens. Through the toolkit we can encourage wider take-up of services, and make sure that all communities are satisfied with our services.

The toolkit is also an equality analysis/impact assessment process. As a public authority, we are obliged to carry out equality analysis as part and parcel of all our functions, including front-facing services and policies. In terms of section 149 of the Equality Act 2010, we are required to pay "due regard" to the need to eliminate discrimination and inequality and to promote equality of opportunity between groups sharing certain protected characteristics: age, disability, gender reassignment, pregnancy and maternity, race, religion or belief, sex and sexual orientation. Having due regard means analysing, at each step of formulating, deciding upon and implementing policy, what the effect of that policy is or may be upon groups who share these protected characteristics defined by the Equality Act.

It is important to bear in mind that "due regard" means the level of scrutiny and evaluation that is reasonable and proportionate in the particular context. That means that different proposals, and different stages of policy development, may require more or less intense analysis. Discretion and common sense are required in the use of this tool.

It is also important to remember that what the law requires is that the duty is fulfilled in substance – not that a particular form is completed in a particular way. It is important to use common sense and to pay attention to the context in using and adapting these tools.

The Equality and Human Rights Commission (EHRC) have been tasked with making sure that public authorities are having "due regard" to the general public sector equality duty in all their activities and can specifically enforce the general duties to eliminate discrimination and harassment which is unlawful, the duty to advance equality of opportunity and to foster good relations between communities. [EHRC - New public sector equality duty guidance](#)

Regulations under the Equality Act require the County Council to publish information to demonstrate its compliance with the public sector equality duty imposed by section 149(1) of the Equality Act by 31 January 2012.

In addition, the EHRC, other auditors, and members of the public through Freedom of Information (FOI) requests, are entitled to ask for and see evidence of equality analyses/impact assessments. Insufficient evidence exposes the Council to the risk of challenge under the Equality Act.

Who should use the Toolkit and when?

Anybody who is developing or revising a policy, project plan or strategy. You should use the toolkit when you are:

- developing a new policy, project plan or strategy. It should be used at the initial scoping stage and feedback should inform the content of the policy, project plan or strategy;
- revising a policy, project plan or strategy. It should be used at the start of the revision during the information gathering stage and feedback should influence the content of the revision;
- It should be used as part of the review of the policy, project plan or strategy and feedback should inform decisions about whether or not to change or discontinue the policy.
- it may be appropriate to conduct a briefer analysis at the very early stages of policy formulation and a more detailed analysis as the policy takes shape and before the decision is taken.

(Where a policy, strategy or project plan is to be submitted to a Cabinet Member for formal approval, a shorter equality impact assessment process – the Equality Decision Making Analysis (Toolkit 4) template – should be completed to demonstrate compliance with the Equality Act and included in the decision-making process documentation. This template can be found at <http://lccintranet2/corporate/web/?siteid=5580&pageid=33450&e=e>

Officers responsible for developing policies, project plans and strategies should follow the steps on pages 5 - 14.

Support and training on issues associated with the Equality Act 2010 is available from the County Equality and Cohesion Team on

AskEquality@lancashire.gov.uk

For advice on how to complete this document please contact either your Directorate contact in the Equality and Cohesion Team or Jeanette Binns at

jeanette.binns@lancashire.gov.uk

1) What is the aim of your policy/project plan/strategy?

This should correspond with the County Council's Corporate Strategy or your Directorate's objectives.

The EIA will cover both the Children Looked After Strategy and the Leaving Care Strategy. This is due to the fact that the strategies target the same group of vulnerable children and young people. Both strategies set out the Authority's key priorities that are focussed on improving opportunities, experiences and outcomes for all children & young people being Looked After by the County Council and for those leaving care. LCC is the corporate parent of all CLA and we have a significant responsibility in ensuring that all aspects of their lives are supported. We also have a responsibility to ensure that young people are properly prepared for their future as they leave care and are accommodated in appropriate settings with the necessary skills for independent living. The strategies detail how LCC will work together to deliver better services that will improve outcomes for CLA CYP.

Whilst LCC is radically changing how it delivers services, the CLA and Leaving Care strategies are aligned to the Corporate policy priorities around supporting our most vulnerable citizens and preparing people for the future.

2) What outcomes do you want to achieve from your policy/project plan/strategy?

The strategies will demonstrate how Lancashire County Council, as Corporate Parents, will deliver joined up and effective services to children and young people who are looked after.

It is the aim of the strategies to put realistic yet aspirational targets in place that challenge services and partners to improve outcomes for CLA CYP.

Outcomes that must be improved include;

- Better variety and choice of placement
- Better engagement in the Pathway Planning process
- Consistent support from the same social worker
- Improved attendance and attainment in EET- including Apprenticeships and mentoring programmes
- Increased engagement with children and young people, including influencing decision makers
- Opportunities to participate in activities that increase self esteem and broaden horizons- e.g. higher education/ extra curricular activities
- Improved health and wellbeing
- Access to appropriate accommodation when a young person leaves care

In addition to the strategies, the Sufficiency Strategy also has additional outcomes to achieve for CLA CYP which are predominantly concerned with placement type and how Lancashire County Council continue to commission services for CLA CYP.

3) What are the potential barriers to achieving these outcomes? E.g. lack of resources, need for staff training, getting buy in from partners, tight timescales, negative impacts on particular communities etc.

As mentioned above, Lancashire County Council is undergoing significant change in how it delivers its services to citizens. Provision is going to be better targeted on the most vulnerable in the county. Underpinning these changes are the huge financial savings that have to be made across the organisation.

This comes at a time when Children's Social Care are facing a significant rise in the number of referrals, due to the reaction from the Peter Connolly (Baby P) case. This in turn, has led to an increase in the number of children and young people being placed in care. The financial downturn is also widely affecting families and communities. This is an added pressure on already vulnerable families.

The impact on and demand on statutory services is significant due to varied needs of families. This is extremely challenging, given the reduction in finance and workforce.

With the new Wellbeing, Prevention and Early Help service, it is hoped that less children and young people will enter into the care system. However, for those children and young people who do require Local Authority Care, Children's Social Care will provide the necessary support, assessment and placement to ensure that they can reach their fullest potential.

Other key factors affecting the success of the strategies is the ongoing restructures and the high caseloads of social workers. It is imperative that services make the best of skills and experience with a reduced workforce.

4) Who are the people who will benefit from your policy/project plan/ strategy?

The answer to this question could be everyone in Lancashire, or it could be everyone within a district of Lancashire, e.g. Burnley, or everyone within a ward e.g.

Daneshouse etc. Alternatively, the answer could be a particular group of people e.g. young people in Leyland, people with a particular disability in Frenchwood etc.

Information on Lancashire's population can be found at <http://www.lancashire.gov.uk/profile>

The strategy will benefit all children and young people who are cared for by Lancashire County Council (as Corporate Parents). In addition, all young people leaving care are directly benefitted by this strategy and the Care Leavers Strategy.

5) What information have you used to help develop your policy/project plan/strategy? Please keep any information in case evidence is needed.

Your answer should include consideration of the demographic profile of the area at which your policy/project plan/strategy is aimed.

Some information on the breakdown of populations can be obtained from Lancashire Profile (see <http://www.lancashire.gov.uk/profile/>)

You might also have information from other sources that could help you e.g.

- **service user surveys and panels**
- service user satisfaction surveys
- **focus groups**
- community consultation and engagement exercises
- residents' surveys, including the Living in Lancashire survey (see lccintranet2/corporate/web/view.asp?siteid=2660&pageid=3544&e=e)
- **discussions with front line employees**
- complaints, compliments, and comments
- Customer Focus Consultancy (see lccintranet2/corporate/web/?siteid=5196&pageid=27362)
- **Joint Strategic Needs Assessment (JSNA)** (see <http://www.lancashire.gov.uk/jsna>)
- mystery shopping
- **structured consultation and engagement exercises**
- talking to voluntary, community, and faith sector (VCFS) organisations
- feedback from district and sub district groups i.e. Local Strategic Partnerships, Area Forums, Area Committees, Neighbourhood Management Boards, Parish and Town Council meetings, Police and Community Together (PACT) meetings etc. (see lccintranet/corporate/atoz/a_to_z/service.asp?u_id=2339&tab=1 and

<http://www.lancashirepartnership.co.uk/content.asp?siteid=3813&pageid=17990&e=e> for more information).

- **research on national and local issues.**

Once you have found information, you need to record how this will influence your policy/project plan/strategy i.e. how the needs of particular groups will be met in your policy/project plan/strategy.

The development of the strategy has involved contributions from a range of professional organisations including health, education, youth justice, CAMHS and SEN services; this is evidenced in the action focused strategies, showing how services will work together to improve both performance and outcomes based on current national indicators.

CLA data has been broken down as far as possible to include all of the protected characteristics. Whilst we do record religion, belief and sexual orientation on individual records, this information is not routinely collected like gender, disability or ethnicity so it is very difficult to ascertain what the CLA population as a whole looks like.

Numbers of CLA have continued to increase during the 2013-14 financial year, with 1565 CLA in January 2014 and 1612 at the end of March 2014. From January 2009 to April 2014, there has been a 29% increase in the number of CLA in Lancashire (from 1248 to 1612, a difference of 364).

Children and young people who are looked after come from a diverse range of backgrounds and have different needs. We will ensure that any care provided is sensitive and responsive to meet all of those needs. We will recruit, train and support carers from all sections of the community, who will be excellent role models, providing the best support and care for our children and young people.

In 2012, the 0-19 population in Lancashire was 274,973 and it is projected that the number will increase by 1.1% by 2022. 12.8% of children in Lancashire are from black and minority ethnic groups. However there is wide district variation, with Burnley, Hyndburn, Pendle and Preston populations displaying the greatest ethnic diversity.

The projections data suggests that between 2012 and 2022 the population of children aged 5-9 years will see the largest increase (of 6.7%) and the population of young people aged 16-19 will actually see a decrease (of -11.4%) during the same period of time.

CLA Population by Equality Act Protected Characteristics

Age Range

In January 2014, 33% of Lancashire's CLA were aged 10 to 15, 30% were aged under 5, 22% were aged between 5 to 10 and 15% were aged 16 to 18. The proportion of aged 1 to 4 is higher than the national average whilst the proportion aged 16 and over is lower. The 'bulge' ages for children becoming looked after in

Lancashire appears to be ages 10-15 years and 0-4 years which are similar to trends in other authorities.

During 2012/13, 610 children and young people became looked after in Lancashire. Three-quarters of these children and young people were in the 'bulge' ages of 10-15 years and 0-4 years. Lancashire had the highest percentage of under 1s coming into care (26%), higher than the three benchmarked authorities and the national and regional average. It also had the highest percentage of children aged 1 to 4 years coming into care (23%), equal to the North West average. Lancashire had one of the lowest percentages of young people coming into care aged 16 and over (9%), second only to the North West average of 8%.

Local analysis of the number of admissions into care by children and young people aged 11 to 18, between October 2011 and March 2012, showed nearly half (47%) of 11 to 18 young people coming into care were aged 14 and 15. Just under a quarter (24%) were aged 11 to 13 and 27% were aged 16 and 17.

Gender

In January 2014, more than half of children in care in Lancashire were male (approximately 56% male compared with 44% female). Males have outnumbered females in virtually all age ranges, every year across the five year period 2009 – 2014, with a consistent percentage of between 55-56%.

Ethnicity

The vast majority of the CLA population is white (90%), slightly over-represented when compared with the overall population of children and young people. The proportion of children of 'mixed' heritage (5%) is also over-represented. In contrast, children of Asian/Asian British heritage (4%) are under-represented.

CLA with Special Educational Needs

According to the latest Lancashire Joint Strategic Needs Assessment, CLA are twice as likely to have special educational needs (SEN) than their peers. Estimates from March 2013 showed that 24% of CLA had a statement of SEN and a further 40% had SEN at School Action or School Action Plus level. Only 36% of CLA did not have any level of SEN. More recent analysis has shown an increase in the percentage of CLA with SEN from 64% to 68%, with 33% of CLA with a statement of SEN.

CLA with a Disability or Medical Condition

In 2012/13, only 1% of children who became looked after had disability as a category of need, compared to 2% regionally and 3% nationally. Nottinghamshire had 4% with disability as a category of need and Kent had 3%.¹ This could be seen as an indication that our Children with Disabilities Family Support Strategy (which includes support such as short breaks provision, direct payments, respite care and domiciliary day care) is effective. As of June 2014, there were 41 CLA with disability as a category of need, 32% were placed with in house foster carers, 39% were placed in agency foster care and 29% were placed in agency residential provision.

¹ Children Looked After in England, including adoption National Statistics 2013

Analysis relating to CLA with disabilities is currently limited, due to the need to carry out manual searches across three data systems. It has been suggested that this issue will be addressed through the creation of a commissioned Education Health Care Plan system.

Needs of CLA

Local analysis² of a sample number of children who became looked after in Lancashire during 2012 found that at the point of becoming looked after:

- 39% were not achieving their potential
- 32% were regularly missing school
- 41% were described as having poor behaviour overall - 27% were displaying poor behaviour at school and 37% were displaying poor behaviour at home.
- 46% of 12 – 17 year olds were misusing drugs and alcohol
- 16% had been engaged in some form of anti-social behaviour in the community
- 11% were explicitly described as stressed
- 5% had chronic physical health problems

The Joint Strategic Needs Assessment for Children and Young People in Lancashire (2013) identified that around one in twenty CLA in Lancashire were found to have a substance misuse problem, slightly above the national average, with half of those refusing treatment compared with less than a third nationally.

Further specific analysis on the needs of our CLA is not currently available. However, information from the Looking for Permanence Panel, which is a strategic group of key stakeholders who meet to consider whether needs are being met in the most efficient and cost effective way, suggests that there are identified needs in relation to violent behaviour, traumatised children with a high risk of sexualised behaviours and the ability of in house provision to meet profound health needs.

There have been a number of initiatives involving CSC and the fostering service to place children and young people where their needs are more closely matched. The strategy's sources and references (pages 16-17) provides a comprehensive list of all national and local legislation, guidance, plans and policies plus a survey and pledge from looked after children and young people.

6) Does your policy/project plan/strategy take into consideration the views of those potentially affected? Please keep any information in case evidence is needed.

Where appropriate, have you consulted or otherwise engaged with those potentially affected? One of the purposes of consultation is to feed into the equality analysis so as to evaluate how the proposal will affect groups of people who share the following

² Matching Needs and Services in Lancashire, Social Research Unit December 2013

protected characteristics under the Equality Act:

- age
- disability, including Deaf people
- gender reassignment/gender identity
- race/ethnicity/nationality
- sex/gender
- pregnancy or maternity
- religion or belief
- sexual orientation
- marriage or civil partnership status (in respect of which the s.149 requires only that due regard be paid to the need to eliminate discrimination, harassment or victimisation or other conduct prohibited by the Act).

In deciding how and with what groups to engage, one needs to be sensible and reasonable as to who is potentially affected by the proposal in question - the focus should be on those protected characteristics which are potentially relevant given the measure being considered.

Depending on the nature of the policy in question it may be appropriate to focus particularly on how it is likely to affect:

- children and young people
- older people
- people with a range of disabilities and Deaf people
- people of different religions and beliefs
- people of different races, ethnicities, nationalities and communities
- Gypsies Roma and Traveller communities
- Lesbian, Gay and Bisexual or Transgender people
- men
- women
- pregnant women or people with young children
- people living in deprived areas
- people living in rural areas
- Children Looked After
- carers
- other groups as appropriate e.g. teenage parents, offenders etc

See <http://lccintranet2/corporate/web/?siteid=5580&pageid=31774&e=e> for a directory of equality groups you can consult.

Consultation and Engagement

Consultation has been carried out with children and young people who are looked after. The consultation has covered the following topics; strategy development, placement provision and pathway planning. Young people who form LINX (Children in Care Council) have reviewed the strategy and have been able to give feedback on what should/ shouldn't be in the strategy. LINX have also been involved in devising the Care Pledge which sets out what LCC should do to ensure that CLA get the best information and provision. The Pledge also describes what LCC are able to do for CLA.

The Corporate Parenting Board have also reviewed the strategies and will form part of the Governance arrangements.

The Sufficiency Strategy has also recently been devised. This is LCC's commissioning strategy for CLA provision. It includes a range of information about where CLA are placed. This includes fostering, adoption, residential and out of county placements. (See attached appendices for i. Sufficiency Strategy, including full details on consultation. ii. Barnardos Agency Residential Consultation 2014).

Children and young people have actively contributed to the consultation to describe what they needed to ensure a 'good' placement.

Views from Children's Social Care were gained through:

- a series of meetings and workshops with senior managers and practitioners in February 2014, as part of the review by the Institute of Public Care;

Views from Children and Young People were gained through:

- a number of consultations with LINX, Lancashire's Children in Care Council, during 2013/14;
- a consultation carried out by Barnardos in May 2014, which focused on residential placements;
- findings from previous local and national consultations with CLA.
- The annual Care Leavers Event. The most recent event was to launch the Care Leavers Guide.

Views from providers were gained through:

- a series of meetings with managers from in house residential and fostering and adoption services in April and May 2014;
- consultations with individual agency residential and voluntary adoption agency providers in April and May 2014;
- the Agency Fostering Provider Forum in May 2014.

During consultation, Children's Social Care and providers (both in house and agency) raised concerns about the increased complexity of needs of children and young people becoming looked after, including: sexualised behaviour, sexual exploitation, sexual offending, those who are in danger of becoming a perpetrator and sexually abused younger children; emotional neglect; young people who self

harm with suicidal tendencies; aggression; arson; offending; continual absconders; pregnancy; older siblings/ larger groups; children with disabilities; and unresolved relationship issues. Stakeholders reported that it can be challenging to find placements to support these specific needs.

In addition, it was felt that it can be particularly challenging to find appropriate placements for young people aged 16 and 17 and get the right support for young people moving into independence. Stakeholders also suggest that there is limited provision for homeless young people. Under the Southwark Judgement, homeless young people are entitled to an assessment by Children's Services to establish if they have additional needs. If the council provides accommodation for these young people, they are deemed 'accommodated' (looked after under Section 20 of the Children's Act). As looked after young people they could be placed in a range of placements.

The Homelessness Strategy and Protocol are currently being updated. A separate Housing Project is being established for 16/17 year old Care Leavers.

There are a small number of young people (currently 6) for whom it is felt difficult to find a placement which meets their needs and keeps themselves and others safe from harm. Discussions with both in house and agency residential providers indicate that in these particular circumstances, there is a need for the development of more bespoke placements in order for these very challenging needs to be met, as they feel they cannot currently be met through existing provision. There is recognition that these bespoke placements would take time to plan and commission, but would save time and money in the long term, as they would better meet need and reduce the likelihood of placement breakdown. Rather than commission these placements with agency providers, it has been suggested that consideration could be given to developing in house provision so it can meet the more challenging needs of our CLA. However, there is recognition that developing in house provision may not be feasible for children with disabilities who have very complex needs.

7) Where appropriate, does the information you have collected take into consideration the views of the following? Please ensure you keep any information in case evidence is needed.

- Voluntary, Community and Faith Sector (VCFS) organisations
- county councillors
- parish and town councils
- district ward councillors
- overview and scrutiny committees
- district councils
- other statutory agencies e.g. National Health Service, Lancashire Constabulary etc.

Actions identified within the strategies illustrates the participation of and consultation with other organisations providing services to CLA including Health, Education, YOT, fostering services, Wellbeing, Prevention and Early Help services.

8) Have you posted your consultation on the LCC consultation website?

All LCC consultations are required to be placed on the LCC 'have your say' website. To register your consultation on the site click on

lccintranet2/corporate/consultation/responses/responses.asp?siteid=5140&pageid=29003&e=e

No. Due to the core group of people being consulted, it was more appropriate to consult face to face.

9) Taking into consideration the information you have collected already, are there any potential negative impacts that might affect citizens because of their:

- age
- disability including Deaf people
- race/ethnicity/nationality
- sex/gender
- gender reassignment/gender identity
- religion or belief
- sexual orientation
- pregnancy or being on maternity leave
- marriage or civil paternity status (in respect of which the s. 149 requires only that due regard be paid to the need to eliminate discrimination, harassment or victimisation or other conduct prohibited by the Act).

It is important to bear in mind in conducting this analysis that the overlap of two protected characteristics may result in disadvantage – for example, age and disability, race and gender and so on.

Please note that the consideration of potential negative effects should be specific and realistic. Potential adverse effects should not be minimised or exaggerated.

Non – Statutory Characteristics/Groups

In addition to the characteristics specifically protected under the Equality Act, it may

be appropriate in particular contexts to consider potential effects relating to:

- having young children
- living in an area of deprivation
- living in a rural area
- Children Looked After
- young people not in education, employment and training (NEET)
- teenage parents
- carers
- offenders, people out of work, problem drug users etc.

On the basis of the information and consultation used, there is no evidence that the new strategy will have any negative impact on any sub-group of CLA.

10) Could the implementation of your policy, project or strategy combine with other factors to heighten disadvantage amongst any of the above groups (i.e. their cumulative effects)? Are you aware of other proposals within LCC, locally or nationally, which may disadvantage or target the same groups – e.g. changes in adult social care charges might combine with increased fares on community transport and national benefit changes to increase the impact felt by some disabled people)

No. The strategic priorities are aimed at improving the life experiences and outcomes for all CYP looked after in Lancashire and placed by LCC in out of county establishments.

11) Insofar as the policy, strategy or project plan under consideration, whether viewed alone or in combination with other factors, is likely to have adverse effects on groups sharing relevant protected characteristics, you must consider how to mitigate such adverse effects.

Please set out any steps you will take to mitigate/reduce any potential adverse effects of your proposal on those sharing any relevant protected characteristic.

It is important here to do a genuine and realistic evaluation of the likely effectiveness of the mitigation proposed. Over optimistic and over-generalised assessments are likely to fall short of the “due regard” requirement.

Also consider if the mitigation might adversely affect any other groups and how this might be managed.

The strategy has been developed from a position of improving services to CYP looked after as judged by OfSTED inspections. As no adverse impacts are foreseen, there is no need for mitigating actions.

12) Think about the potential positive impacts your policy, project plan or strategy could have on certain groups of people, and in particular those sharing the protected characteristics. What are they and how could they be developed?

Use this information to think about how your policy, project plan or strategy could improve the quality of life for certain citizens.

Will the positive impacts be accompanied by any negative impacts on groups of citizens sharing the protected characteristics? If so, how might these be addressed/balanced or mitigated?

The key objectives are aimed at focussing the right support for this group of vulnerable children & young people that will deliver equitability in terms of their life opportunities with their age cohort. The participation of CLA will make sure that individual needs are met, so the strategy can potentially have a positive impact on CLA from different groups and backgrounds.

13) How can your policy/project plan/strategy contribute to the following priority areas:

- Eliminating discrimination, harassment, victimisation or any other unlawful conduct

How will your policy/project/strategy contribute to this area? Will employees receive training to ensure they treat everyone with dignity and respect? Will eligibility criteria be based on fair and objective requirements? Will steps be taken where appropriate to accommodate special needs, for example arising from disability? It is important to bear in mind that tackling discrimination goes beyond direct discrimination to policies which are indirectly discriminatory because they have a disproportionate adverse impact on individuals sharing particular protected characteristics

- Tackling social exclusion /Advancing Equality of Opportunity between persons who share relevant protected characteristics and those who do not share them

This will involve taking steps to remove or minimise disadvantages suffered by persons who share a relevant protected characteristic and that are connected to that particular characteristic. It may also require taking steps to meet the needs of persons who share a relevant protected characteristic that are different from the needs of persons who do not share it, and encouraging persons who share a relevant protected characteristic to participate in public life or in any other activity in which participation by such persons is disproportionately low.

It is important to bear in mind that taking steps to meet the needs of disabled persons which are different from those of persons who do not share that disability include steps to take account of the disabilities in question. This may even include treating some persons more favourably than others in order to allow them to participate in social or public life.

Activities that help improve social inclusion include those that improve the quality of life for people who are disadvantaged or are in danger of poor outcomes in their lives through various circumstances e.g. a lack of money, difficulty in accessing services/buildings, and barriers to taking part in relationships and activities that are available to most people in communities etc.

- Improving community cohesion /Fostering Good Relations between persons who share a relevant protected characteristic and those who do not share it

This may include thinking about ways to tackle prejudice and promote understanding between groups of people with protected characteristics and those who do not share those characteristics.

Activities that help improve community cohesion include those that bring people from different communities together (e.g. people of different ethnicities, faiths, ages, geographical backgrounds etc); those that empower communities and those that reduce tensions in communities. (See the Community Cohesion website at <http://www.lancashire.gov.uk/corporate/web/view.asp?siteid=2966&pageid=5956&e=e> for more information).

- Improving health and wellbeing

Health and wellbeing means that people feel well enough and sufficiently supported to live their lives to the full. Activities that help improve health and wellbeing include those that ensure that basic needs are met, that individuals have a sense of purpose, that they feel able to achieve important personal goals and participate in society.

- Supporting the county council's role as a corporate parent

The Corporate Parenting Board ensures that Children Looked After have the same opportunities as their peers to a good quality of life. Activities that help support this are those that help improve health and wellbeing outcomes for children and young people who are looked after and those that support them to be prepared for the future. (See Corporate Parenting Board website at lccintranet2/corporate/web/view.asp?siteid=4183&pageid=17628&e=e for more information).

The strategies covered in the EIA will positively contribute to all of the statements made above. It is the primary aim for Children's Services to ensure that the right children and young people are taken into care and when they are, that they are placed in appropriate and supportive accommodation with carers who are skilled and experienced.

Through involvement with LINX and other extra curricular activities, children and young people who are looked after will be able to influence decision makers and get their voices heard. Services will be better informed because of this. Young people who are well supported will be able to thrive in living, education and employment.

All staff have received the mandatory Equality and Cohesion training and there is additional training available to services. It should be noted that in the previous Ofsted Inspection in 2011, Equality and Diversity was the only 'Outstanding' feature.

14) Taking into consideration all the information you have collected in answering the previous questions, what are the changes/actions you will carry out to tackle any issues you have identified before finalising your policy/project plan/strategy and who will carry them out? For example will there be no change to your original plans/policy/project; will you adjust it slightly; will you adjust it considerably; have you stopped and fully reconsidered the proposal?

In reaching this conclusion what other considerations – financial, operational, practical – have informed your response (countervailing factors) to lead you to this outcome.

Children looked after and those leaving care will continue to be a priority group of

vulnerable young people and any reduction in the resourcing of service provision to them should be closely monitored and minimised.

15) How will the effectiveness of the new policy/project/strategy be monitored?

The strategies will be governed by the Corporate Parenting Board and actions will be reported to that group and the Directorate Extended Leadership Team. As such, any amendments that need to be made, will be done via that group.

16) When will you review your policy/project plan/strategy?

The CLA strategy will be fully reviewed in 2015

Name of officer completing this template Sarah Jones

Role Strategy Development Officer

Date April 2014

Name of Line Manager overseeing this Analysis

Name: Hannah Peake

Role: Line Manager

Date: April 2015

Name of Chief Officer/SMT Member Signing Off this Policy/Project/Strategy Diane Booth

Role: Head of Children's Social Care

Date April 2015

Publish your assessment

Please ensure a copy of your Analysis is retained with other information about the development/review of this policy/project/strategy.

Please also ensure any Action Points are entered on Form EAP001 and forwarded to your Directorate contact in the Equality and Cohesion Team.

Directorate contacts in the County Equality and Cohesion Team are:

Karen Beaumont – Equality & Cohesion Manager

Karen.beaumont@lancashire.gov.uk Contact for Adult and Community Services Directorate

Jeanette Binns – Equality & Cohesion Manager

Jeanette.binns@lancashire.gov.uk Contact for Environment Directorate, Lancashire County Commercial Group and One Connect Limited

Saulo Cwerner – Equality & Cohesion Manager

Saulo.cwerner@lancashire.gov.uk Contact for Children & Young Peoples Directorate

Pam Smith – Equality & Cohesion Manager

Pam.smith@lancashire.gov.uk Contact for Office of the Chief Executive and County Treasurer's Directorate

Thank you