



Equality and Safety Impact Assessment

The **public sector Equality Duty** (Section 149 of the Equality Act) requires public bodies to have due regard to the need to eliminate discrimination, advance equality of opportunity, and foster good relations between different people carrying out their activities.

The Equality Duty supports good decision making – it encourages public bodies to be more efficient and effective by understanding how different people will be affected by their activities, so that their policies and services are appropriate and accessible to all and meet different people’s needs. The Council’s Equality and Safety Impact Assessment (ESIA) includes an assessment of the community safety impact assessment to comply with section 17 of the Crime and Disorder Act and will enable the council to better understand the potential impact of the budget proposals and consider mitigating action.

Name or Brief Description of Proposal	Looked After Children and Care Leavers Placement Commissioning Sufficiency Statement and Strategy 2020-2025
Brief Service Profile (including number of customers)	Local authorities are required to take steps that secure, so far as reasonably practicable, sufficient accommodation within the authority’s area which meets the needs of children that the local authority are looking after, and whose circumstances are such that it would be consistent with their welfare for them to be provided with accommodation that is in the local authority’s area (‘the sufficiency duty’). In order to meet this duty, Councils will have in place a Placement Sufficiency Strategy which analyses need, reviews existing provision and identifies areas for development/ improvement to meet the sufficiency duty. As at March 2019, Southampton City Council had 481 Looked After Children.
Summary of Impact and Issues	This impact assessment identifies a range of potential impacts, sensitivities and issues that are present in relation to Southampton’s population of Looked After Children who require accommodating in a range of provision.

	The overall impact of the proposal is to achieve a degree of confidence that the Council is able to provide a range of placement provision that is capable of meeting the diverse and sometimes highly complex needs of its Looked After Children now and into the future.
Approved by Senior Manager	Donna Chapman
Signature	
Date	26 February 2020
Potential Positive Impacts	<p>The overall positive impacts of this Strategy include:</p> <ul style="list-style-type: none"> • Achieves better degree of confidence that suitable placements/accommodation will be available for Southampton Looked After Children and Young People – by analysing the need and current provision and identifying key actions to be taken to ensure that provision is sufficient to meet the wide range of needs now and into the future • Ensures that Southampton City Council adopts robust planning to meet future accommodation needs for children and young people in care. • Meets a legal obligation to provide a Sufficiency Strategy.
Responsible Service Manager	Russell Turner, Service Development Officer, Integrated Commissioning Unit
Date	26 February 2020

Impact Assessment	Details of Impact	Possible Solutions & Mitigating Actions
Age	The Strategy sets out how the Council will meet the accommodation/ placement needs for Looked After Children and Care Leavers 0-25. In doing so, it recognises that there are particular challenges in sourcing appropriate, local placements for certain age groups, e.g. adolescents – and in doing so highlights this as a particular area for future development.	No mitigation necessary. By identifying specific areas of unmet need, the Strategy is intended to provide a degree of confidence that future need will be met through a range of provision.

Impact Assessment	Details of Impact	Possible Solutions & Mitigating Actions
	It also specifically highlights the need to improve housing, further education, employment and training outcomes for care leavers and vulnerable young people.	
Disability	Looked After Children and young people and care leavers are more likely than their peers to have Special Educational Needs and/or disabilities. The Strategy includes the needs of Looked After Children with disabilities and provides a degree of confidence that this need will be met	No mitigation necessary. The Strategy is intended to provide a degree of confidence that future need is met through a range of provision.
Gender Reassignment	No impact anticipated.	No mitigation necessary.
Marriage and Civil Partnership	No impact anticipated.	No mitigation necessary.
Pregnancy and Maternity	Looked After Children and young people and care leavers could potentially become pregnant although support will be given to develop their skills to ensure they stay safe.	Planning needs for those to become pregnant will be included within the sufficiency planning work
Race	The Strategy provides specific data on ethnicity of Southampton's Looked After Children and young people population with a view to ensuring that a diverse range of placement provision is developed that reflects different cultural and racial needs.	No mitigation necessary. Strategy is intended to provide a degree of confidence that future need is met through a range of provision.
Religion or Belief	No impact anticipated	No mitigation necessary.
Sex / Gender identity	No impact anticipated.	No mitigation necessary.
Sexual Orientation	No impact anticipated.	No mitigation necessary.
Community Safety	Looked After Children and Young People are more vulnerable than their peers to being involved in the criminal justice system or victims of crime. They are also more likely to be targeted for criminal or sexual exploitation. There is a strong focus within the strategy for increasing	No mitigation necessary. The Strategy is intended to provide a degree of confidence that future need is met through a range of provision.

Impact Assessment	Details of Impact	Possible Solutions & Mitigating Actions
	<p>access to local placements where young people can access local services and support networks. There is also a strong focus in the strategy on increasing local foster care placements, including for young people with more complex needs/ challenging behaviours. Providing a safe family based environment improves the protective factors for this vulnerable group.</p>	
Poverty	<p>Looked After Children and young people are more likely than their peers to have come into care from an area of deprivation and a household of poverty. The strategy includes a strong focus on improving outcomes for Looked After Children and Care Leavers – particularly in terms of expanding the range of supported accommodation available to support young people in their transition to adulthood, e.g. preparing for and maintaining tenancies, further education, training and employment.</p>	<p>No mitigation necessary. The Strategy is intended to provide a degree of confidence that future need is met through a range of provision.</p>
Other Significant Impacts	<p>Children and young people in care are more likely than their peers to have suffered from, and / or be suffering from mental health problems, poor emotional wellbeing or historic trauma, domestic and/or sexual abuse that affects their relationships with others. Again by increasing access to local placements there are particular benefits associated with access to local support networks and services. For example, local CAMHS are able to continue working with young people known to them. At the same time, the strategy does acknowledge that for some children/young people, a placement outside the city would be more appropriate.</p>	<p>No mitigation necessary. The Strategy is intended to provide a degree of confidence that future need is met through a range of provision.</p>