

Integrated Impact Assessment Form

Promoting Equality, Human Rights and Sustainability



Integrated Impact Assessment Form

Promoting Equality, Human Rights and Sustainability

Title of Policy/ Proposal	Kinship Care Policy and Guidance
Completion Date	31 st January 2017
Completed by	Children's Services
Lead officer	Sean Rafferty, Group Services Manager

Type of Initiative:

- | | | | |
|-----------------|--------------------------|--------------------|-------------------------------------|
| Policy/Strategy | <input type="checkbox"/> | | |
| Programme/Plan | <input type="checkbox"/> | New or Proposed | <input type="checkbox"/> |
| Project | <input type="checkbox"/> | Changing/Updated | <input checked="" type="checkbox"/> |
| Service | <input type="checkbox"/> | Review or existing | <input type="checkbox"/> |
| Function | <input type="checkbox"/> | | |
| Other | | | |

1. Briefly describe the policy/proposal you are assessing.

Set out a clear understanding of the purpose of the policy being developed or reviewed (e.g. objectives, aims) including the context within which it will operate.

Aim: to set out the local authority's existing position in relation to the provision of kinship care assistance, as augmented by the provisions of the Kinship Care Assistance (Scotland) Order 2016 Order and as quantified by the agreement between Scottish Government and COSLA in relation to paying parity with fostering allowances. (The publishing of a policy is a requirement of the Order.)

Objectives: to ensure kinship carers are aware of the continued policy of supporting kinship carers and of their new entitlements (under specific circumstances) to assistance as a result of the Order.

2. What will change as a result of this policy?

The changes are as required by the legislation and guidance(1) or COSLA agreement (2):

(1) Payments will be made to kinship carers with a s11 residence order where the children or young people were formerly looked after, are currently at risk of becoming looked after or were placed with involvement of the local authority until they reach 16.

(2) Parity with fostering allowances will be made to the above categories as well as to kinship carers of looked after children

3. Do I need to undertake an Integrated Impact Assessment?

High Relevance	Yes/no
1. The policy/ proposal has consequences for or affects people	Yes
2. The policy/proposal has potential to make a significant impact on equality	No
3. The policy/ proposal has the potential to make a significant impact on the economy and the delivery of economic outcomes	No
4. The policy/proposal is likely to have a significant environmental impact	No
Low Relevance	
5. The policy/proposal has little relevance to equality	Yes
6. The policy/proposal has negligible impact on the economy	Yes

7. The policy/proposal has no/ minimal impact on the environment	Yes
If you have identified low relevance please give a brief description of your reasoning here and send it to your Head of Service to record.	

If you have answered yes to 1, 2, or 3 above, please proceed to complete the Integrated Impact Assessment.

If you have identified that your project will have a significant environmental impact (4), you will need to consider whether you need to complete a Strategic Environmental Assessment.

4. What information/data/ consultation have you used to inform the policy to date?

Evidence	Comments: what does the evidence tell you?
Data on populations in need	Under 100 children – around 50 to 60 sets of carers.
Data on service uptake/access	We know there are more kinship carers than we know about, but most of those affected by this policy will be known to us.
Data on quality/outcomes	These children do less well generally than children who have not required to be looked after.
Research/literature evidence	As above. We also know that their carers are often on low incomes themselves, and often adversely affected by having to give up work.
Service user experience information	Families frequently find it financially very challenging to take on the care of relatives.
Consultation and involvement findings	We have not carried out consultation as we have been enacting legislation.
Good practice guidelines	We have taken into account Scottish Government guidance

Other (please specify)	
Is any further information required? How will you gather this?	No

5. How does the policy meet the different needs of groups in the community?

	Issues identified and how the strategy addresses these
<p>Equality Groups</p> <ul style="list-style-type: none"> • Older people, people in the middle years, • Young people and children • Women, men and transgender people (includes issues relating to pregnancy and maternity) • Disabled people (includes physical disability, learning disability, sensory impairment, long-term medical conditions, mental health problems) • Minority ethnic people (includes Gypsy/Travellers, migrant workers, non-English speakers) • Refugees and asylum seekers • People with different religions or beliefs (includes people with no religion or belief) • Lesbian, gay, bisexual and heterosexual people • People who are unmarried, married or in a civil partnership 	<p>Parity payments will help this group</p> <p>They will be supported until they reach 16.</p> <p>No gender-specific issues.</p> <p>No income that is disability-related will be taken into account in calculating payments</p> <p>No specific issues identified</p> <p>No specific issues identified</p> <p>No specific issues identified</p> <p>No specific issues identified</p>

<p>Those vulnerable to falling into poverty</p> <ul style="list-style-type: none"> • Unemployed • People on benefits • Single Parents and vulnerable families • Pensioners • Looked after children • Those leaving care settings (including children and young people and those with illness) • Homeless people • Carers (including young carers) • Those involved in the community justice system • Those living in the most deprived communities (bottom 20% SIMD areas) • People misusing services • People with low literacy/numeracy • Others e.g. veterans, students 	<ul style="list-style-type: none"> • Will be supportive • Will be supportive • Will be supportive • Will be supportive • Will be supportive • Will not provide any direct support because it stops when the child is 16 • We would not place a child with kinship carers who were homeless • This is aimed at kinship carers • Will not provide any direct support • Will not provide any specifically targeted support • Not aimed at this group • Will not provide any direct support • Will not provide any direct support
<p>Geographical communities</p> <ul style="list-style-type: none"> • Rural/ semi rural communities • Urban Communities • Coastal communities 	<p>No direct application</p>

6. Are there any other factors which will affect the way this policy impacts on the community or staff groups? No
7. Is any part of this policy/ service to be carried out wholly or partly by contractors?

If yes, how have you included equality and human rights considerations into the contract?

Some of the assessments of kinship carers are being carried out by a third sector provider. This is a procured service under East Lothian Council's standard terms and conditions.

8. Have you considered how you will communicate information about this policy or policy change to those affected e.g. to those with hearing loss, speech impairment or English as a second language?

We usually are in touch with all these carers on an individual basis before they qualify for these payments so will know their individual needs.

9. Please consider how your policy will impact on each of the following?

Objectives	Comments
Equality and Human rights	
Promotes / advances equality of opportunity e.g. improves access to and quality of services, status	Positive impact – by providing additional funding to families to enable them to support the needs of the children and have stability of care
Promotes good relations within and between people with protected characteristics and tackles harassment	No specific impact on this
Promotes participation, inclusion, dignity and self control over decisions	Positive impact on inclusion, dignity and self-control over decisions - by providing financial support to keep children within their own families, and avoiding them being taken into care.
Builds family support networks, resilience and community	Positive impact as above

capacity	
Reduces crime and fear of crime	Neutral
Promotes healthier lifestyles including <ul style="list-style-type: none"> • diet and nutrition, • sexual health, • substance misuse • Exercise and physical activity. • Lifeskills 	Neutral but may have an indirect positive impact by providing the resources for families to enjoy better diet, physical activity etc
Environmental	
Reduce greenhouse gas (GHG) emissions in East Lothian (including carbon management)	Neutral
Plan for future climate change	
Pollution: air/ water/ soil/ noise	
Protect coastal and inland waters	
Enhance biodiversity	
Encourage resource efficiency (energy, water, materials and minerals)	
Public Safety: Minimise waste generation/ infection control/ accidental injury /fire risk	
Reduce need to travel / promote sustainable forms of transport	
Improves the physical environment e.g. housing quality, public and green space	
Economic	

Maximises income and /or reduces income inequality	Positive impact
Helps young people into positive destinations	Neutral as no support beyond 16 unless qualifying for aftercare.
Supports local business	Neutral
Helps people to access jobs (both paid and unpaid)	Neutral
Improving literacy and numeracy	Neutral
Improves working conditions, including equal pay	Neutral
Improves local employment opportunities	Neutral

10. Action Plan

Identified negative impact	Mitigating circumstances	Mitigating actions	Timeline	Responsible person

11. Sign off by Head of Service

Sharon M. Saunders

Name Sharon M Saunders / Head of children & Adult Services

Date 09 02 17

