

# Integrated Impact Assessment Form

Promoting Equality, Human Rights and Sustainability



# Integrated Impact Assessment Form

## Promoting Equality, Human Rights and Sustainability

<b>Title of Policy/ Proposal</b>	Foster Care Capacity and Payments to Foster Carers
<b>Completion Date</b>	7 November 2017
<b>Completed by</b>	Celia Borland
<b>Lead officer</b>	Celia Borland

**Type of Initiative:**

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

Proposal to increase the number of approved foster carers to provide an additional 18 foster placements over 2 years. This will increase foster carer capacity and replace some of our most experienced foster carers who are retiring.

There is also a proposal to change our **Foster Carer Fee Payments** from a skills based progression through Level 1, Level 2, Level 3 – foster carers choosing whether to apply to the next level or not to Under 12 years Fee and Over 12 years Fee.

This would mirror the fee structure of our biggest competitor, City of Edinburgh Council and provide a financial incentive for foster carers to provide foster placements for older children. To achieve a reduction in the use of external foster and residential placements we must recruit, retain and support foster carers with an appetite to make a difference to the lives of our older children. This proposed change will require additional financial investment.

A change in the payment of Foster Carer Fees will have repercussions on our Share the Carer payments, (carers who provide short breaks family based care.) However, there is capacity in the existing Share the Care budget to make this change.

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

With the recruitment of more foster carers we should be able to make better placement matches and become more self-sufficient. This should result in a reduction to the External Placement Budget with our young people remaining in local placements and attending their local school.

Currently City of Edinburgh's fees are more attractive than ours. With the proposed increase in Foster Carer Fees prospective foster carers living in East Lothian will hopefully choose to foster with East Lothian.

More East Lothian Children enjoying short breaks with local Share the Carers.

## 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	yes
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	no
6. The policy/proposal has negligible impact on the economy	yes
7. The policy/proposal has no/ minimal impact on the environment	yes
<b>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.</b>	

**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?**

<b>Evidence</b>	<b>Comments: what does the evidence tell you?</b>
Data on populations in need	24% of our foster carers are aged 60 -75 years 104 East Lothian LAC are placed in foster care 79 placements with East Lothian foster carers
Data on service uptake/access	Our fostering service runs at full capacity
Data on quality/outcomes	Care Inspection of Fostering Service 2017- Care and Support – very good (5)  Leadership and Management – very good (5)
Research/literature evidence	We have undertaken benchmarking research re carer payments  We regularly consult with colleagues via SWS Adoption/Fostering and Kinship Subgroup  We maintain strong links with the Fostering Network and keep informed via their Scottish and UK research and statistics
Service user experience information	We have consulted with our Level 3 carers and used our carer consultation events in 2016 & 2017 to explore their views.  Our Champions Board have “ Keep our loved ones together” as a fostering priority and are keen to be involved in fostering recruitment.
<b>Consultation and involvement</b> findings	We have consulted with our Level 3 Carers and used our Foster Carer Consultation events 2016 and 2017 to share our proposals. Most foster carers understood the purpose of the proposed change to recruit more carers for older children and reassured that no care would be disadvantaged.
Good practice guidelines	We are legally bound by Regulations and National Care Standards pertaining to fostering and family placement. We are also working within current Childcare Legislation. The Staying Put Agenda reflected in significant changes to After Care Support for care experienced young

	people and adults and introduction of Continuing Care via Children and Young People (Scot) Act 2014 has impact on good practice and foster carer resources.
Other (please specify)	None
Is any further information required? How will you gather this?	No other information required – this is a comprehensive report.

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

	<b>Issues identified and how the strategy addresses these</b>
<p><b>Equality Groups</b></p> <ul style="list-style-type: none"> <li>• Older people, people in the middle years,</li> <li>• Young people and children</li> <li>• Women, men and transgender people (includes issues relating to pregnancy and maternity)</li> <li>• Disabled people (includes physical disability, learning disability, sensory impairment, long-term medical conditions, mental health problems)</li> </ul>	<p><b>We are targeting people in their middle years to become foster carers – to use their experience of life and parenting. Suitability is based on physical and mental health and wellbeing not age. No age barrier.</b></p> <p><b>We are trying to improve the experience of local authority care by recruiting more East Lothian foster carers to keep children connected and living in their own local authority, if this is in their best interests.</b></p> <p><b>We are open to applications from men, women and transgender people. Single, married or in an enduring relationship</b></p> <p><b>Suitability is based on physical and mental health and wellbeing. Medical advisor and applicant's GP contribute to the assessment of suitability. Provide placements to children with additional support needs</b></p>

<ul style="list-style-type: none"> <li>• Minority ethnic people (includes Gypsy/Travellers, migrant workers, non-English speakers)</li>   <li>• Refugees and asylum seekers</li>   <li>• People with different religions or beliefs (includes people with no religion or belief)</li>   <li>• Lesbian, gay, bisexual and heterosexual people</li>   <li>• People who are unmarried, married or in a civil partnership</li> </ul>	<p><b>Minority ethnic people are welcome to apply as foster carers. All FC applicants must have good English as they are caring for predominantly English speaking children</b></p> <p><b>Would not be applicable as FC applicants. UASC may require a foster placement</b></p> <p><b>Religion would not be a barrier to apply to foster. An area we need to be mindful of when parents specify religion of their child.</b></p> <p><b>No barrier to apply to foster</b></p> <p><b>No barrier to apply to foster</b></p>
<p><b>Those vulnerable to falling into poverty</b></p> <ul style="list-style-type: none"> <li>• Unemployed</li>   <li>• People on benefits</li>   <li>• Single Parents and vulnerable families</li>   <li>• Pensioners</li>   <li>• Looked after children</li> </ul>	<p>.</p> <p>Not a barrier would provide an income With Universal Credit some difficulties but would not rule applicant out</p> <p>Single parents- acceptable but require a robust support network. Vulnerable family would not meet our criteria</p> <p>Stamina, good physical and mental health and emotional wellbeing key factors not age.</p> <p>Care Experience is not a barrier to an adult applying to foster. (See above)</p>

<ul style="list-style-type: none"> <li>• Those leaving care settings (including children and young people and those with illness)</li> <li>• Homeless people</li> <li>• </li> <li>• Carers (including young carers)</li> </ul> <ul style="list-style-type: none"> <li>• Those involved in the community justice system</li> <li>• Those living in the most deprived communities (bottom 20% SIMD areas)</li> <li>• People misusing services</li> <li>• People with low literacy/numeracy</li> <li>• Others e.g. veterans, students</li> </ul>	<p>Would be unlikely to meet criteria. We do provide continuing care placements to care experienced young people and adults</p> <p>Would not meet Foster Carer criteria</p> <p>Not a barrier to application</p> <p>Would not meet criteria</p> <p>Not a barrier to application</p> <p>Would not meet Foster Carer criteria</p> <p>Unlikely to meet criteria</p> <p>Would depend if met Foster Carer criteria</p>
<p><b>Geographical communities</b></p> <ul style="list-style-type: none"> <li>• Rural/ semi rural communities</li> <li>• Urban Communities</li> <li>• Coastal communities</li> </ul>	<p><b>Not a barrier to application</b></p> <p><b>Not a barrier to application</b></p> <p><b>Not a barrier to application</b></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?

No

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?

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

Objectives	Comments
<b>Equality and Human rights</b>	
Promotes / advances equality of opportunity e.g. improves access to and quality of services, status	yes
Promotes good relations within and between people with protected characteristics and tackles harassment	some
Promotes participation, inclusion, dignity and self control over decisions	yes
Builds family support networks, resilience and community capacity	definitely
Reduces crime and fear of crime	indirectly
Promotes healthier lifestyles including <ul style="list-style-type: none"> <li>• diet and nutrition,</li> <li>• sexual health,</li> <li>• substance misuse</li> <li>• Exercise and physical activity.</li> <li>• Lifeskills</li> </ul>	indirectly
<b>Environmental</b>	
Reduce greenhouse gas (GHG) emissions in East Lothian (including carbon management)	Not Applicable to this application
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	
<b>Economic</b>	
Maximises income and /or reduces income inequality	This policy rewards foster carers wishing to care for older children and should therefore help young people into positive destinations. Hoping increased foster carer fee will attract new foster carer households in East Lothian.
Helps young people into positive destinations	
Supports local business	
Helps people to access jobs (both paid and unpaid)	
Improving literacy and numeracy	
Improves working conditions, including equal pay	
Improves local employment opportunities	

### 10. Action Plan

Identified negative impact	Mitigating circumstances	Mitigating actions	Timeline	Responsible person

### 11. Sign off by Head of Service

Name: Judith Tait, Head of Children & Adult Services



Date  
04 May 2018