



## Equality & Health Impact Assessment (EqHIA)

### Document control

<b>Title of activity:</b>	<i>Havering Corporate Parenting Strategy</i>
<b>Lead officer:</b>	<i>Ian Elliott, Programme Manager, Children's Services ian.elliott@haverling.gov.uk</i>
<b>Approved by:</b>	<i>Robert South, Director, Children's Services</i>
<b>Date completed:</b>	<i>13/07/2020</i>
<b>Scheduled date for review:</b>	<i>The strategy runs for three years and a further review will take place once when drafting the new strategy, if relevant.</i>

<b>Did you seek advice from the Corporate Policy &amp; Diversity team?</b>	Yes
<b>Did you seek advice from the Public Health team?</b>	Yes
<b>Does the EqHIA contain any confidential or exempt information that would prevent you publishing it on the Council's website?</b>	No

**Please submit the completed form via e-mail to [EqHIA@haverling.gov.uk](mailto:EqHIA@haverling.gov.uk) thank you.**

# 1. Equality & Health Impact Assessment Checklist

Please complete the following checklist to determine whether or not you will need to complete an EqHIA and ensure you keep this section for your audit trail. If you have any questions, please contact [EqHIA@haverling.gov.uk](mailto:EqHIA@haverling.gov.uk) for advice from either the Corporate Diversity or Public Health teams. Please refer to the Guidance in Appendix 1 on how to complete this form.

## About your activity

1	Title of activity	<i>Haverling Corporate Parenting Strategy</i>		
2	Type of activity	<i>Strategy approval.</i>		
3	Scope of activity	<i>The scope of activity is the Corporate Parenting Strategy, which summarised our vision and priorities for children in our care and care leavers for the next three years.</i>		
4a	Are you changing, introducing a new, or removing a service, policy, strategy or function?	Yes	If the answer to <u>any</u> of these questions is 'YES', please continue to question 5.	If the answer to <u>all</u> of the questions (4a, 4b & 4c) is 'NO', please go to question 6.
4b	Does this activity have the potential to impact (either positively or negatively) upon people (9 protected characteristics)?	Yes		
4c	Does the activity have the potential to impact (either positively or negatively) upon any factors which determine people's health and wellbeing?	Yes		
5	If you answered YES:	<b>Please complete the EqHIA in Section 2 of this document.</b> Please see Appendix 1 for Guidance.		
6	If you answered NO:	<i>N/A</i>		

Completed by:	<i>Ian Elliott, Programme Manager, Children's Services ian.elliott@haverling.gov.uk</i>
Date:	<i>13/07/2020</i>

## 2. The EqHIA – How will the strategy, policy, plan, procedure and/or service impact on people?

### Background/context:

Havering Council has a duty to seek out every opportunity to support children and young people in our care. The Corporate Parenting Strategy, informed by views of children and young people and presented to Havering's Cabinet for approval, will deliver our ambition to support children in care and care leavers who (for whatever reason) are not able to live with their birth parents.

*\*Expand box as required*

### Who will be affected by the activity?

The Corporate Parenting Strategy affects children in our care and care leavers. The strategy does not seek service change but does indicate our priorities and actions to improve the lives and life chances of the c450 children in our care.

Children in care and care leavers typically achieve poorer outcomes in terms of education, health and employment when compared with their peers. This is a situation reflected nationally, hence children in care and care leavers are a vulnerable group for which inequality exists.

*\*Expand box as required*

### Protected Characteristic - Age: Consider the full range of age groups

Please tick (✓) the relevant box:		<b>Overall impact:</b>  The Corporate Parenting Strategy will lead to improvement in the lives of children and young people aged 5-16 years old. The largest age group in our care is consistently 14-16 years old. 14% are aged 16 years and over. Only 7% are aged 5-9 years old.  Over the last 5 years the average age of children in care has increased nationally.
<b>Positive</b>	(✓)	
<b>Neutral</b>		
<b>Negative</b>		

**Evidence:**

Local data and statutory returns to the Department of Education are the main evidence bases used in

**Sources used:**

Department for Education Children Looked After Statistics 2019

[https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment\\_data/file/85](https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/85)

A guide to looked after children statistics in England, May 2020

[https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment\\_data/file/88](https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/88)

**Protected Characteristic - Disability:** Consider the full range of disabilities; including physical mental, sensory and progressive conditions

Please tick (✓) the relevant box:

**Positive**

(✓)

**Neutral**

**Negative**

**Overall impact:**

Disability can be a reason to become “looked after” although in Havering only a small number of children in our care are disabled. As with the national picture, this represents fewer than 5% of the cohort but their needs are complex and their outcomes lower than their peers.

The Havering Corporate Parenting Strategy outlines how we intend to be a good corporate parent, irrespective of disability, particularly how we will better hear the voice of all children in our care.

*\*Expand box as required*

**Evidence:**

Local data and statutory returns to the Department of Education are the main evidence bases used in this assessment.

*\*Expand box as required*

<p><b>Sources used:</b></p> <p style="text-align: right;"><i>*Expand box as required</i></p>
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**Protected Characteristic - Sex/gender:** Consider both men and women

<i>Please tick (✓) the relevant box:</i>		<b>Overall impact:</b>
<b>Positive</b>	(✓)	
<b>Neutral</b>		
<b>Negative</b>		

The Havering Corporate Parenting Strategy outlines how we irrespective of gender and sexuality. Children in our care are around three quarters of the cohort when care leavers are in strategy and our vision seek to improve outcomes for young

Children in care are vulnerable group and within this group e lower still. For example within the looked after group of childr subjects. The largest differences are in reading and writing, v outperformed looked after boys by 12 and 18 percentage poi patterns in the gender attainment difference for non-looked a

The strategy carries a clear aim to ensure our children in car (Ofsted terms).

**Evidence:**  
 Local data and statutory returns to the Department of Education are the main evidence bases used in  
 Outcomes for children looked after by local authorities in England, 31 March 2018.

**Sources used:**

[https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment\\_data/file/794535/Main](https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/794535/Main)

**Protected Characteristic - Ethnicity/race:** Consider the impact on different ethnic groups and nationalities

<i>Please tick (✓) the relevant box:</i>	<b>Overall impact:</b>
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<b>Positive</b>	(✓)	
<b>Neutral</b>		Data is recorded locally and as such we are aware that half of our children in care / care leavers are of BAME background, which is disproportionate when compared with the wider borough population (84% white British).
<b>Negative</b>		The strategy as proposed intends to reflect this difference and provide opportunities for those in our care to learn about and celebrate their cultural heritage. It is intended for children in care and care leavers to participate fully in the borough's race relations review.
<i>*Expand box as required</i>		
<b>Evidence:</b> Locally held data is the main evidence bases used in this assessment.		
<i>*Expand box as required</i>		
<b>Sources used:</b>		
<i>*Expand box as required</i>		

<b>Protected Characteristic - Religion/faith:</b> Consider people from different religions or beliefs including those with no religion or belief		
<i>Please tick (✓) the relevant box:</i>		<b>Overall impact:</b>
<b>Positive</b>		The impact of the strategy on religion and faith is not fully know because this information is not always provided and / or recorded on local or national systems.  The strategy as proposed intends to provide opportunities for those in our care to learn about and celebrate their cultural heritage which incorporates religion and faith where relevant and appropriate.
<b>Neutral</b>	(✓)	
<b>Negative</b>		
<i>*Expand box as required</i>		
<b>Evidence:</b> Local data and statutory returns to the Department of Education are the main evidence bases used in this assessment. Local and national data is limited in this regard.		

*\*Expand box as required*

**Sources used:**

**N/A**

*\*Expand box as required*

**Protected Characteristic - Sexual orientation:** Consider people who are heterosexual, lesbian, gay or bisexual

*Please tick (✓)  
the relevant box:*

**Overall impact:**

**Positive**

**Neutral**

**Negative**

The impact of the strategy on sexual orientation is not fully know because this information is not always provided and / or recorded, locally or nationally.

*\*Expand box as required*

**Evidence:**

Local data and statutory returns to the Department of Education are the main evidence bases used in this assessment and data is not routinely collected to assess this characteristic.

*\*Expand box as required*

**Sources used:**

**N/A**

*\*Expand box as required*

**Protected Characteristic - Gender reassignment:** Consider people who are seeking, undergoing or have received gender reassignment surgery, as well as people whose gender identity is different from their gender at birth

*Please tick (✓)  
the relevant box:*

**Overall impact:**

<b>Positive</b>		The impact of the strategy on sexual orientation is not fully know because this information is not always provided and / or recorded, locally or nationally.
<b>Neutral</b>	(✓)	
<b>Negative</b>		
<i>*Expand box as required</i>		
<b>Evidence:</b> Local data and statutory returns to the Department of Education are the main evidence bases used in this assessment and gender reassignment is not one of the statutory reporting data lines.		
<i>*Expand box as required</i>		
<b>Sources used:</b> <b>N/A</b>		
<i>*Expand box as required</i>		

<b>Protected Characteristic - Marriage/civil partnership:</b> Consider people in a marriage or civil partnership		
<i>Please tick (✓) the relevant box:</i>		<b>Overall impact:</b>  This characteristic only potentially applies to a small number of the cohort covered by the Corporate Parenting Strategy, given the age phases concerned.  <i>*Expand box as required</i>
<b>Positive</b>		
<b>Neutral</b>	(✓)	
<b>Negative</b>		
<b>Evidence:</b>  Local data and statutory returns to the Department of Education are the main evidence bases used in this assessment. Data on marriage and civil partnerships is not recorded.		
<i>*Expand box as required</i>		
<b>Sources used:</b>  <b>N/A</b>		
<i>*Expand box as required</i>		



**Protected Characteristic - Pregnancy, maternity and paternity:** Consider those who are pregnant and those who are undertaking maternity or paternity leave

<i>Please tick (✓) the relevant box:</i>		<b>Overall impact:</b>  Whilst females over 16 years represent a smaller percentage of the cohort covered by the strategy, there is a clear priority in it to support the health (and mental health) of all. The borough already supports young mothers (including those pregnant) and the strategy reinforces our ambition to continue to improve.
<b>Positive</b>	(✓)	
<b>Neutral</b>		
<b>Negative</b>		

*\*Expand box as required*

**Evidence:**  
Local data and statutory returns to the Department of Education are the main evidence bases used in this assessment but this does not routinely record pregnancy or maternity.

*\*Expand box as required*

**Sources used:**  
N/A

*\*Expand box as required*

**Socio-economic status:** Consider those who are from low income or financially excluded backgrounds

<i>Please tick (✓) the relevant box:</i>		<b>Overall impact:</b>  Children in care and care leavers account for less than 1% of the general population, yet over 25% of the adult prison population has been in care. Care leavers are more likely to reoffend after offending for the first time. Care leavers are less likely to have achieved 5 A*-C GCSEs than their peers.  The Corporate Parenting Strategy carries clear priorities to address this locally, by ensuring a good education; providing opportunities for training and employment; and referring to the Council's Social Values strategy to provide opportunities for children in our care.
<b>Positive</b>	(✓)	
<b>Neutral</b>		
<b>Negative</b>		

*\*Expand box as required*

<p><b>Evidence:</b></p> <p>Local data and statutory returns to the Department of Education are the main evidence bases used in this assessment.</p> <p style="text-align: right;"><i>*Expand box as required</i></p>
<p><b>Sources used:</b></p> <p>N/A</p>

**Health & Wellbeing Impact:** Consider both short and long-term impacts of the activity on a person’s physical and mental health, particularly for disadvantaged, vulnerable or at-risk groups. Can health and wellbeing be positively promoted through this activity? Please use the Health and Wellbeing Impact Tool in Appendix 2 to help you answer this question.

<i>Please tick (✓) all the relevant boxes that apply:</i>		<b>Overall impact:</b>
<b>Positive</b>	(✓)	The cohort of children in care and care leavers is disproportionality male, from BAME heritage and suffering potentially lower outcomes than children not in care in relation to criminal exploitation and education.
<b>Neutral</b>		
<b>Negative</b>		<p>This situation locally reflects a national picture and is the reason why the borough has raised aspirations via the Corporate Parenting Strategy.</p> <p>The strategy, if fully implemented, will have a positive intervention for the protected characteristics as outlined above, specifically relating to poor outcomes for health, education and employment for a group of children and young adults for whom life presents significant challenges.</p> <p style="text-align: right;"><i>*Expand box as required</i></p> <p><b>Do you consider that a more in-depth HIA is required as a result of this brief assessment?</b> Please tick (✓) the relevant box</p> <p style="text-align: right;">Yes <input type="checkbox"/> No (✓)</p>

<p><b>Evidence:</b></p> <p>Local data and statutory returns to the Department of Education are the main evidence bases used in this assessment.</p> <p style="text-align: right;"><i>*Expand box as required</i></p>
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**Sources used:**




**As listed above relating to each characteristic.**

*\*Expand box as required*

### 3. Outcome of the Assessment

The EqHIA assessment is intended to be used as an improvement tool to make sure the activity maximises the positive impacts and eliminates or minimises the negative impacts. The possible outcomes of the assessment are listed below and what the next steps to take are:

Please tick (✓) what the overall outcome of your assessment was:

	<p>1. The EqHIA identified <u>no significant concerns</u> OR the identified <u>negative concerns</u> have already been <u>addressed</u></p>		<p><b>Proceed with implementation</b> of your activity</p> <p>(✓)</p>
	<p>2. The EqHIA identified some <u>negative impact</u> which still needs <u>to be addressed</u></p>		<p><b>COMPLETE SECTION 4:</b> <b>Complete action plan</b> and finalise the EqHIA</p>
	<p>3. The EqHIA identified some <u>major concerns</u> and showed that it is <u>impossible to diminish negative impacts</u> from the activity to an acceptable or even lawful level</p>		<p><b>Stop and remove</b> the activity or <b>revise</b> the activity <b>thoroughly.</b></p> <p><b>Complete an EqHIA on the revised proposal.</b></p>

## 4. Action Plan

The real value of completing an EqHIA comes from the identifying the actions that can be taken to eliminate/minimise negative impacts and enhance/optimize positive impacts. In this section you should list the specific actions that set out how you will address any negative equality and health & wellbeing impacts you have identified in this assessment. Please ensure that your action plan is: more than just a list of proposals and good intentions; sets ambitious yet achievable outcomes and timescales; and is clear about resource implications.

Protected characteristic / health & wellbeing impact	Identified Negative or Positive impact	Recommended actions to mitigate Negative impact* or further promote Positive impact	Outcomes and monitoring**	Timescale	Lead officer
	No negative impacts were identified in this assessment.		N/A	N/A	N/A

**Add further rows as necessary**

\* You should include details of any future consultations and any actions to be undertaken to mitigate negative impacts

\*\* Monitoring: You should state how the impact (positive or negative) will be monitored; what outcome measures will be used; the known (or likely) data source for outcome measurements; how regularly it will be monitored; and who will be monitoring it (if this is different from the lead officer).

## 5. Review

In this section you should identify how frequently the EqHIA will be reviewed; the date for next review; and who will be reviewing it.

**Review:**

This assessment should be reviewed consistent with the review of the Corporate Parenting Strategy as agreed by the Council's Cabinet. The strategy is anticipated to run for three years from 2020-2023 and a full review should take place as planning begins for a revised strategy.

**Scheduled date of review:** August 2023.

**Lead Officer conducting the review:** Ian Elliott, Programme Manager, Children's Services.

*\*Expand box as required*

**Please submit the completed form via e-mail to [EqHIA@havering.gov.uk](mailto:EqHIA@havering.gov.uk) thank you.**