

## EQUALITY IMPACT: SCREENING AND ASSESSMENT FORM

This form is to be used in conjunction with the Equality Impact Assessment Guidelines. Please refer to these before starting; if you require further guidance contact [community.planning@west-dunbarton.gov.uk](mailto:community.planning@west-dunbarton.gov.uk)

<b>Section 1: Policy/Function/Decision (PFD) Details</b>	
A <b>PFD</b> is understood in the broad sense including the full range of functions, activities and decisions the council is responsible for.	
Name of PFD:	Implementation of Care Experienced Children's Fund
Lead Department & other departments/ partners involved:	Education, learning and Attainment
Responsible Officer	<b>Claire Cusick Senior Education Officer</b>
Impact Assessment Team	Claire Cusick Senior Education Officer Alan Munro – Quality & Performance Officer
Is this a new or existing PFD?	<b>New</b>
Start date: 2 June 2019	End date: 2 June 2019
Who are the main target groups/ who will be affected by the <b>PFD</b> ?	Care Experienced Children and Young People from birth to 25 across all sectors in West Dunbartonshire.
Is the PFD Relevant to the General duty to eliminate discrimination, promote equal opportunities or foster good relations? Please enter brief detail	<b>Yes</b> – Care experienced Children's fund is designed to ensure equity and positive outcomes for those most affected by being in the care system. It allows schools and partner organisations to plan together to lead their school and wider communities in planning for effective interventions to close the attainment gap between children who have experienced care and their peers. National operating models ensure LA' s is clear of the roles and the expectations of spending and are using data consistently to identify and target support at those who need it most. It recognises that schools are best placed to close the gap when working with partners and in the development of positive relationships.

<b>Yes:</b>	If yes, complete all sections, 2-9
<b>No:</b>	If no, complete only sections 8-9
	If don't know, complete sections 2 & 3 to help assess relevance
<b>Section 2: Evidence</b>	
Please list the available evidence used to assess the impact of this PFD, including the sources listed below. Please also identify any gaps in evidence and what will be done to address this.	
<b>Available evidence:</b>	
Consultation/ Involvement with community, including individuals or groups or staff as relevant	There has been consultation with HT's, Nurtured DIG colleagues and Education central staff. Partners plan taking cognisance of the strategic needs analysis for WDC and ensure the views of young care experienced people and their carers are reflected in the decisions made about spend and interventions for equity.
Research and relevant information	Scottish Government Documentation – National Operating Guidance Scottish Attainment Challenge, Care Experienced Children's Fund, GIRFEC, Children and Young People (Scotland) Act2014
Officer knowledge	Feedback from professional learning visits and dialogue at professional forums, Funding GovernancePanel feedback and monitoring , Service reporting on individual plans
Equality Monitoring information – including service and employee monitoring	
Feedback from service users, partner or other organisation as relevant	Participants at professional forums such as Nurtured DIG and Joint Children's Services Review Group have indicated they welcome the fund , guidance and advice and value the positive impact on the raising attainment agenda for those most at risk of missing out due to care experiences.

Other	
<b>Are there any gaps in evidence?</b> Please indicate how these will be addressed	
Gaps identified	
Measure to address these	

*Note: Link to Section 6 below Action Plan to address any gaps in evidence*

### **Section 3: Involvement and Consultation**

Include involvement and consultation relevant to this PFD, including what has already been done and what is required to be done, how this will be taken and results of the consultation.

Please outline details of any involvement or consultation, including dates carried out, protected characteristics. Also include involvement or consultation to be carried out as part of the developing and implementing the policy.

<b>Details of consultations</b>	<b>Dates</b>	<b>Findings</b>	<b>Characteristics</b>
N/A			Race
			Sex
			Gender Reassignment
			Disability
			Age
			Religion/ Belief

			Sexual Orientation
			Civil Partnership/ Marriage
			Pregnancy/ Maternity
			Cross cutting

*Note: Link to Section 6 below Action Plan*

#### **Section 4: Analysis of positive and Negative Impacts**

<b>Protected Characteristic</b>	<b>Positive Impact</b>	<b>Negative Impact</b>	<b>No impact</b>
Race	N/A		
Sex			
Gender Re-assignment			
Disability			
Age			
Religion/ Belief			

Sexual Orientation			
Civil Partnership/ Marriage; this PC is not listed as relevant for Specific Duties; however under the General Duty we are required to eliminate any discrimination for this PC.			
<i>Note: Link to Section 6 below Action Plan in terms of addressing impacts</i>			
<b>Section 5: Addressing impacts</b>			
Select which of the following apply (use can choose more than one) and give a brief explanation – to be expanded in Section 6: Action Plan			
1. No major change			
2. Continue the PFD			
3. Adjust the PFD			
4. Stop and remove the PFD			

Give reasons:	
<i>Note: Link to Section 6 below Action Plan</i>	

<b>Section 6: Action Plan</b> describe action which will be taken following the assessment in order to; reduce or remove any negative impacts, promote any positive impacts, or gather further information or evidence or further consultation				
<b>Action</b>	<b>Responsible person</b>	<b>Intended outcome</b>	<b>Date</b>	<b>Protected Characteristic</b>
N/A				Disability
				Gender
				Gender Reassignment
				Race
				Age
				Religion/ Belief
				Sexual Orientation
				Civil Partnership/ Marriage
				Pregnancy/ Maternity

				Cross cutting
<b>Are there any negative impacts which cannot be reduced or removed?</b> please outline the reasons for continuing the PFD				
No				
<b>Section 7: Monitoring and review</b>				
Please detail the arrangements for review and monitoring of the policy				
How will the PFD be monitored? What equalities monitoring will be put in place?		Yes, we will monitor impact of Care Experienced Children Fund to determine positive impact on those it is intended for.		
When will the PFD be reviewed?		termly		
Is there any procurement involved in this PFD? If yes please confirm that you have read the WDC Equality and Diversity guidance on procurement		Yes, I have read the guidance		
<b>Section 8: Signatures</b>				
The following signatures are required:				
Lead/ Responsible Officer:		Signature: Claire Cusick Senior Education Officer		Date: 2/5/19
EIA Trained Officer:		Signature: Alan Munro – Quality & Performance Officer		Date: 2/5/19
<b>Section 9: Follow up action</b>				
<b>Publishing:</b> Forward to community Planning and Policy for inclusion on intranet/internet pages		Signature:		Date:

<b>Service planning:</b> Link to service planning/ covalent – update your service plan/ covalent actions accordingly	Signature:CCusick	Date:2/5/19
Give details, insert name and number of covalent action and or related PI:		
<b>Committee Reporting:</b> complete relevant paragraph on committee report and provide further information as necessary	Signature: CCusick	Date:5/6/19
<b>Completed form:</b> completed forms retained within department and copy passed to Policy Development Officer (Equality) within the CPP team	Signature:	Date:27/5/19