

## EQIA REGISTER FOR CHILDREN AND FAMILIES SERVICE UNIT 06.09.05

Policy/ Function <sup>1</sup>	Relevant equality Issue <sup>2</sup>	Level of Impact <sup>3</sup>	Action to date <sup>4</sup>	Further Action <sup>5</sup>	Led by	Completion by <sup>6</sup>	Review date
1. Public awareness / information about services	All	Med	<p>Mailshot through local paper signposting services in Cantonese, Portuguese and Bengali</p> <p>Language identifying card available at C&amp;FSU reception along with a folder of translator / interpreter information</p> <p>Folder of leaflet information in larger type available at C&amp;FSU receptions</p>	Consultation about effectiveness of public information for minority groups	Managing Diversity Information Sub-Group, Karen Mayo, Consumer Relations Officer	April 2007	Sept 2006

<sup>1</sup> List all the unit's business activities, cross reference to the specific functions unit's Summary Business Plan, Budget Book, Forward Plans and current RES

<sup>2</sup> Please state if there is no relevance of function/policy to equality agenda. Otherwise list the issue(s) that the function/policy is relevant to: all issues, gender, race, disability, sexual orientation, faith/religious belief, and/or age. There may be issues where you are unsure so further exploration will be required.

<sup>3</sup> **HIGH/ADVERSE IMPACT, MEDIUM, LOW or DON'T KNOW** - Determine extent of impact that the policy has on the relevant equality issue(s).

<sup>4</sup> Briefly outline the action (including consultation, information provision, monitoring) undertaken to date to reduce the impact or to support the decision that no further action was necessary

<sup>5</sup> Briefly outline further action to be undertaken, including consultation, information provision, ongoing monitoring and review arrangements. Build this into business planning processes. Where necessary please provide links to further action plans or strategies etc.

<sup>6</sup> Completion will be once the EQIA register and consultation findings has been sent to the Improvement and Policy Officer for publication and has been reported to Cabinet with an EQIA.

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			Consider how information can be distributed effectively to schools, Connexions and other key agencies				
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2. Referral process	All	Medium	Protocol being developed about the responsibility for services to children of parents with disabilities / health issues	Increase rate of recording ethnicity, disability and religion at referral / initial assessment stage.	Julie Murphy, CFAT CSM	April 2006	April 2006
			All staff expected to attend both Corporate and Unit diversity training	Produce information for practitioners about the use of data collected about diversity issues	Jill Aiken, Policy and Planning Officer	May 2006	April 2006
			Implement transition agreements between children's services and all areas of adult services.	Further develop formal and informal diversity training provided corporately and in C&FSU to raise awareness of the way in which living in a majority white British culture may impact on families who have a different cultural identity.	Jan Sayers Principal Officer, Policy, Planning and Performance	Dec 2005	Dec 2005
				Find data on the occurrence of illiteracy and consider whether Unit needs to take further action.	Jill Aiken, Policy and Planning Officer	September 2006	April 2006
				Promote practitioners ascertaining with all parents their literacy levels.	TM group	Dec 2005	Dec 2005
				Collect data on frequency of use of interpreters / sign language and consider impact of issues raised.	Unit Managing Diversity Working Group	August 2006	April 2006

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3. Services for Children in Need	All	Medium	Joint Review Actions and CSCI Inspection Actions	Create facility in ICS to record traveller identity for service users in order to monitor the proportion of referrals and re-referrals.	Kevin Newborough, Management Information Officer	June 2006	April 2006
			Teenage Pregnancy Strategy	Interrogate local traveller population data to inform analysis.	“ “	Dec 2006	Sept 2006
			Housing agreement for single teenage parents	Identify local services available to young people needing support in relation to sexual orientation and make available throughout unit.	Steph Roy, Acting CSM, Family Support Services	Dec 2005	Dec 2005
			NYAS available for young people at risk of becoming 'looked after'.	Access research about specific support networks effective for vulnerable teenage parents and consider this in service planning.	Teenage Pregnancy Strategy Group	Jan 2006	Dec 2005
			NYAS available for adoptive children.	Access research about specific support networks effective for older carers (eg grandparents / foster carers with long-term placements) and consider this in service planning.	Steph Roy, CSM Family Support	Sept 2006	April 2006
			Representatives from each team in Children & Families meet regularly to promote diversity and equality work for children and families in the unit	Discuss with Housing needs of teenage parents in relation to housing couples.	Teenage Pregnancy Strategy Group	Feb 2006	Dec 2005
			Unit Racial equality Group audit ethnic minority files.	Cont.			

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				Highlight for practitioners the need to consider consent issues when working with teenage parents where extended family may be involved.	Team Manager Group	Dec 2005	Dec 2005
4. Services for Children at Risk	All	Medium	Actions for Joint Review Recommendations and CSCI Inspection Recommendations	<p>In developing advocacy service for young people involved in child protection processes ensure that a reason is recorded when advocacy is not sought.</p> <p>Identify sources of advocacy for parents who have limited ability, learning disabilities or mental health problems and promote its value with practitioners.</p>	<p>Karen Mayo, Consumer Relations Officer</p> <p>Steve Murray, CSM Long Term Teams</p>	<p>Aug 2006</p> <p>April 2006</p>	<p>April 2006</p> <p>Dec 2005</p>

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<p>5. Services for Children with disabilities</p>	<p>All</p>	<p>High</p>	<p>Joint Review and CSCI Inspection Actions</p> <p>Policy documents are circulated as drafts to all managers from different specialisms to give feedback about how the policy relates to the service users in their area.</p> <p>Core assessments have been adapted to make them more suitable to CHAD service users, as DoH exemplars do not work well for this user group.</p> <p>Review of policy requirement to complete all LAC processes for CHAD service users accessing respite / shared care, including service user consultation.</p> <p>Work with NYAS has commenced to</p>	<p>Ensure that where CHAD service users are on a waiting list for services, the reason for this is considered, communicated and recorded clearly to ensure service users understand the priority offered to others.</p> <p>Develop training to incorporate the impact of culture / religion on perceptions of disability.</p> <p>Work with agency care providers to encourage recruitment of male carers to address specific gender / culture needs.</p> <p>CFAT and CHAD to work together to ensure that CP cases with disability / health issues are identified at an early stage and then joint allocated or consulted on where appropriate. This is to ensure that disability issues can be addressed and that specialist disability / health knowledge is shared.</p>	<p>Carol Matthison, CSM CHAD</p> <p>Carol Matthison, CSM CHAD</p> <p>Carol Matthison, CSM CHAD</p> <p>Mary Norris, TM CHAD, Simon Oxford and Jane Underhill TMs CFAT</p>	<p>Dec 2005</p> <p>April 2007</p> <p>April 2006</p> <p>Dec 2005</p>	<p>Dec 2005</p> <p>Sept 2006</p> <p>Dec 2005</p> <p>Dec 2005</p>
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			establish some fomal advocacy for children with disabilities where appropriate.				
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6. Services for Children Looked After	All	Medium	<p>Actions from Recommendations of Joint Review and CSCI Inspections.</p> <p>Resources are available to practitioners to access information about different faiths and ethnicities</p> <p>Advocacy services available for children and young people</p> <p>Mandatory diversity training is in place for all practitioners</p>	No actions that are not identified elsewhere in register	N/A	N/A	
7. Services for Unaccompanied Asylum Seeking Children	All	High	<p>Establish role of Children &amp; Families in Immigration age-determination process.</p> <p>Core assessment document adapted for use with UASC.</p> <p>Revise multi-agency protocol</p>	<p>Agreement to be drawn up about post 18 services and financial support for UASC.</p> <p>UASC worker to contact Imam of local Mosque to set up links with UASC</p>	<p>Neelam Bhardwaja, SUH</p> <p>Chris Hannen, UASC worker</p>	<p>April 2006</p> <p>Dec 2005</p>	<p>Dec 2005</p> <p>Dec 2005</p>

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8. Services for Care Leavers	All	Medium	<p>Individual planning for CLA to decide level of involvement of LCT for young people allocated in the CHAD team.</p> <p>Equal opportunities contract signed by supported lodgings providers.</p> <p>Supporting People Strategy Group addressing accommodation issues for young people with mental health/ drug misuse problems.</p>	No actions that are not identified elsewhere in register	N/A	N/A	
9. Services for Young Carers	All	Medium	<p>Inter-agency awareness raising of Young Carers' needs</p> <p>Consideration given to diversity issues and addressed them in practice with YCs.</p> <p>Flexible service allows Individual approach to service users and their families.</p>	No actions that are not identified elsewhere in register	N/A	N/A	

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10. Services for Private Fostering Arrangements	All	Medium	Policy in place which addresses assessing diversity issues.	Implementation of new guidance relating to Private Fostering to include consideration of how to meet the diversity needs of children and young people placed with families by language schools.	Gerry Moore, Principal Officer Service Management	Jan 06	Dec 2005
11. Recruitment of Carers	All	Medium	<p>Training for foster carers and supported lodgings providers i.e Embracing Diversity and Sexual Health Training.</p> <p>Advice, sources of information available to carers along with toys and books for their use with children and young people.</p> <p>Faith worker based within Fostering Team.</p> <p>BAAF diversity training accessed</p> <p>Work with Bournemouth and Dorset on recruitment strategy for more carers from different ethnicities.</p>	Clear guidance to be drawn up about dealing with discrimination by accommodation providers / carers	Gerry Moore, Principal Officer Service Management	July 2006	April 2006

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12. Recruitment of adopters	All	Medium	Adoption Inspection Actions  BAAF training and resources available.	Ethnicity, religion and disability of potential adopters to be inputted on Carefirst to assist monitoring.	Karran Stroud, Team Manager Adoption Service	Dec 2005	Dec 2005
13. Responding to complaints	All	Medium	Information about the complaints process can be made available in different formats  Staff training about the complaints process	Incorporate into ICS business processes the action of giving service information, including complaints leaflet, to monitor frequency and prompt practitioners.  Consider the ways in which service users with special needs can be provided with information about the Complaints process	ICS implementation Group  Karen Mayo, Consumer Relations Officer	September 2006  April 2006	April 2006  Dec 2005
14. Consultation with children, young people, parents, carers and other agencies	All	Medium	Children and Families Consultation and Information Working Group set up and plan in place for consultation.  Borough Consultation group to ensure co-ordinated approach.  Pan-Dorset links to ensure co-ordinated approach to consulting with minority groups.	As the consultation programme develops ensure that where possible data is collated about the attendance at consultation events including the ethnicity, age, gender and disability.	Consultation and Information Group, Chaired by Karen Mayo, Consumer relations Officer	April 2007	Sept 2006

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			<p>Some consultations undertaken relating to diversity issues</p> <p>Discussion with Probation Services about engaging men in consultation.</p> <p>Feedback cards issued</p>				
15. Strategic planning	All	Medium	<p>Extensive Data collation and analysis</p> <p>Start of Borough Consultation Strategy</p>	<p>Identify resources to support further analysis of data / systems to support analysis of data for strategic planning.</p> <p>Agree inter-agency information sharing protocol relating to data needed for service planning</p>	Jan Sayers, Principal Officer, Policy, Planning and Performance with Strategic Planning Unit	April 2007	Sept 2006