Enfield Council – Retrospective Equality Impact Assessment / Analysis

<table>
<thead>
<tr>
<th>Department:</th>
<th>Children’s Services</th>
<th>Service:</th>
<th>Children’s Social Care</th>
</tr>
</thead>
<tbody>
<tr>
<td>Author:</td>
<td>Julian Edwards</td>
<td>Date completed:</td>
<td>May 2016</td>
</tr>
<tr>
<td>Contact name:</td>
<td>Julian Edwards</td>
<td>Contact phone number:</td>
<td>020 8379 2593</td>
</tr>
</tbody>
</table>

About the service

1. Brief description of the service covered by this assessment.

The division offers a range of services to children and families as described in the Children Act 1989 and subsequent legislation, incorporating children in need, looked after children and those young people previously in care. This area also has responsibility for the functions of the Enfield Safeguarding Children Board (ESCB).

2. Please list the main partners, council departments, organisations and service user or target groups for this service.

- Children In Need and their parents/carers (inc. parents of disabled children)
- Children in Need accessing universal and targeted services and their families
- Children receiving statutory services – Looked After Children (LAC), disabled children, highly vulnerable young people for example those experience CSE and other vulnerabilities), young people at risk of offending, clients of the youth offending service, children with a child protection plan, young people not in education, employment or training, privately fostered children
- Schools, including colleges, academies, free schools and other education providers
- Member task groups
- Social workers, managers and senior managers
- Local councillors
- All Children’s Services staff
- Joint Service for Disabled Children (JSDC)
- Corporate Parenting Board
- Enfield Local Safeguarding Children Board (ESCB)
- Metropolitan Police
- MAPPA and Probation
• NHS Enfield Clinical Commissioning Group (CCG)
• Youth and Family Support Service (YFSS)
• The third sector/voluntary groups and agencies
• Adult services
• Local hospitals and other health staff
• Enfield Targeted Youth Engagement Board (ETYEB)
• Making Research Count
• Further Education colleges
• Children’s Centres
• Privately fostered children
• Health and Wellbeing Board (HWB)
• Adult Safeguarding Board

3. If the service is provided by another organisation or agency please give their names and how you ensure they comply with the Council’s Equal Opportunities and Valuing Diversity policy

A significant number of voluntary sector organisations, from large nationals to small local groups, provide a range of family support services on behalf of Enfield Council.

The Compass organisation has been externally commissioned to provide specialist treatment services to young people with substance misuse issues.

Other examples are:

• KRATOS – advocacy for children Looked After and Children subject to a Child Protection Plan/Children With Disabilities
• ‘Total Respect’ training delivered by KRATOS
• Empower – works with young people deemed at risk from child sexual exploitation (CSE) through gang involvement
• Young Runaways – a project commissioned from St Christopher’s, offering support for young people who run away from home and their parents
• Afruca – an organisation charged with raising the profile of Spirit Possession/Female Genital Mutilation (FGM)/child trafficking. They have been commissioned to deliver training to staff working in Children’s Services
• Forward 4 Families – family group conference provider

4. Please list any performance objectives / targets relating to equality that your service has / uses.

If as a result of this assessment you are going to introduce new targets, please detail these in your action plan at the end of this form.
• Diversity of the staff group
• Emotional health of children
• Emotional and behavioural health of looked after children
• Long term stability of placements for looked after children
• Short term stability of placements for looked after children
• Young people’s participation in positive activities
• Children who are missing from home, education and care
• Families with disabled children accessing a personal budget
• Perception of service quality by parents of children with a disability
• Percentage of children aged 0 – 4 living in workless households
• Percentage of hospital admissions caused by unintentional or deliberate injuries to children and young people
• Percentage of young adults (19 years old) who have been in care on their 16th birthday who are in education, employment and/or training
• The decline in the rate of under-18 conceptions per 1,000 girls aged 15-17 residents in the area for the calendar year, as compared with the 1998 baseline rate, shown as a percentage change from the 1998 rate.

• To increase the percentage of 13-19 year old young people (YP) from vulnerable groups (YP in care and Care Leavers, Young Offenders, YP with LDD, YP with Gang Involvement, YP excluded from schools, pupils persistently absent from schools, YP entitled to FSM) who engage with Youth Provision in Enfield, including YP up to the age of 25 who have learning difficulties and/or disabilities.

• Children and young people’s participation in LAC reviews, conferences and CIN plans (Mind Of My Own – MOMO)
• Prevent/radicalisation agenda
• Female genital mutilation (FGM)

Equalities data collection and monitoring

5. Does your service collect data from service users/applicants for equalities monitoring purposes? YES

If YES please detail below how and when this data is collected and where it is stored e.g. equalities data is collected at application stage and entered into the SAP database.

See response to Question 6.
6. Does your service carry out equalities monitoring to review the take up / accessibility of your service?  YES

If YES please detail which aspects of your service are monitored and how frequently, then proceed to Q8. If NO please complete Q7.

Our management information systems hold data on all children and young people known to Children’s Services. This enables us to undertake detailed analysis on equalities monitoring. For every young person we hold details on their ethnicity, disability, gender and age as well as whether they are pregnant and where they reside. This includes looking at the ward profile of the borough, paying attention to those young people that live in areas of multiple deprivations.

Monthly monitoring is also completed looking at the take up of our service by the vulnerable YP in the community. We monitor the following groups of YP who are:

- LDD
- In care/care leavers/subject to a child protection plan
- Supervised by the Youth Offending Unit (YOU)
- NEET (not in education, employment or training)
- Involved in gangs
- Excluded from school
- Who are persistently absent from school
- Teenage parents
- Homeless
- Substance misusing
- Children missing from home, care and education
- Children at risk of child sexual exploitation

We are able to provide detailed analysis of our cohort of young people and to drill down on the data to see if there are any gaps in that certain groups of young people are not accessing our youth provision or an over representation among YOU clients from certain areas.

Information on the matching of placements is monitored.

Ethnicity of CLA and YOU populations is collated.

Range of demographic data incorporated into performance management information including details of ethnicity, gender, disability, age and religion.

Performance staff forward information to the Department for Education (DfE) through the various statutory returns.

Statistical information re disability and ethnicity for children subject to child protection plans and their parents is captured and monitored on a regular basis.
by the performance team. Detailed analysis is presented to OMG.

7. If your service does **not** monitor equalities, please detail below how you demonstrate you achieve the council’s aim of ‘Fairness for all’ - serve the whole borough fairly and tackle inequality

8. Monitoring information:
Indicate **YES**, **NO** or **NOT KNOWN** for each characteristic

<table>
<thead>
<tr>
<th>Characteristics</th>
<th>Disability</th>
<th>Gender</th>
<th>Age</th>
<th>Race</th>
<th>Religion &amp; Belief</th>
<th>Sexual Orientation</th>
<th>Gender reassignment</th>
<th>Pregnancy &amp; Maternity</th>
<th>Marriage &amp; Civil Partnerships</th>
</tr>
</thead>
<tbody>
<tr>
<td>Does monitoring enable you to <strong>profile</strong> service users / applicants by the following characteristics?*</td>
<td>YES</td>
<td>YES</td>
<td>YES</td>
<td>YES</td>
<td>YES</td>
<td>NO</td>
<td>NO</td>
<td>NO</td>
<td>NO</td>
</tr>
<tr>
<td>Does monitoring enable you to <strong>profile</strong> the <strong>satisfaction</strong> of service users by the following characteristics?*</td>
<td>YES</td>
<td>NO</td>
<td>YES</td>
<td>NO</td>
<td>NO</td>
<td>NO</td>
<td>NO</td>
<td>NO</td>
<td>NO</td>
</tr>
<tr>
<td>Does a comparison against baseline demographic data show that service users are representative of the local population in relation to the following characteristics?</td>
<td>See below</td>
<td></td>
<td></td>
<td></td>
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<tr>
<td>Does monitoring show that there are any under-represented groups within the following characteristics?</td>
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</tbody>
</table>

**IF YES PLEASE LIST THE ACTIONS YOU ARE TAKING/WILL TAKE TO ADDRESS UNDER-REPRESENTATION OF PROTECTED GROUPS IN THE ACTION PLAN AT THE END OF THIS ASSESSMENT.**

* If you do not include all protected characteristics in your equalities monitoring please explain why below:

NB Referrals to children’s social care services are predominantly related to levels of poverty. Referrals for children with disabilities are more broadly spread across the demographic groups within Enfield.
9. Protected characteristics equalities impact:

Please indicate YES, NO or NOT KNOWN for each characteristic

<table>
<thead>
<tr>
<th>Characteristics</th>
<th>Disability</th>
<th>Gender</th>
<th>Age</th>
<th>Race</th>
<th>Religion &amp; Belief</th>
<th>Sexual Orientation</th>
<th>Gender reassignment</th>
<th>Pregnancy &amp; Maternity</th>
<th>Marriage &amp; Civil Partnerships</th>
</tr>
</thead>
<tbody>
<tr>
<td>Satisfaction</td>
<td>NO</td>
<td>NO</td>
<td>NO</td>
<td>NO</td>
<td>NO</td>
<td>NO</td>
<td>NO</td>
<td>NO</td>
<td>NO</td>
</tr>
<tr>
<td>Adverse Impact</td>
<td>NO</td>
<td>NO</td>
<td>NO</td>
<td>NO</td>
<td>NO</td>
<td>NO</td>
<td>NO</td>
<td>NO</td>
<td>NO</td>
</tr>
<tr>
<td>Participation</td>
<td>NO</td>
<td>NO</td>
<td>NO</td>
<td>NO</td>
<td>NO</td>
<td>NO</td>
<td>NO</td>
<td>NO</td>
<td>NO</td>
</tr>
</tbody>
</table>

IF YES PLEASE LIST THE ACTIONS YOU ARE TAKING/WILL TAKE TO MITIGATE ADVERSE IMPACTS / BARRIERS / CONCERNS IN THE ACTION PLAN AT THE END OF THIS ASSESSMENT.

10. Could the service or policy discriminate, directly or indirectly, according to the accompanying definitions? NO

If yes, please set out how it is justifiable under legislation in the box below.

11. Could the service or policy have an adverse impact on relations between different groups / community cohesion? NO

If YES, describe below and add any actions to mitigate this impact in your action plan.

12. Have you received any complaints about your service in respect of equality issues? NO

If YES, please give a brief description and what action has been taken as a result.
13. **How does the service contribute to eliminating discrimination, advancing equality of opportunity and fostering good relations between different groups in the community?**

All social workers must treat service users and others with respect, working in partnership with them and challenging issues of discrimination that are encountered. This is a key component of the ‘standards of conduct, performance and ethics’ for the profession, which is overseen by the Health and Care Professions Council.

14. **Please give specific examples of success / best practice your service can evidence in terms of ‘narrowing’ the gap through improved outcomes / reduced inequality for service users**

The management information team undertakes a thorough analysis of equalities monitoring. Our management information systems are robust and we produce standard monthly reports as well as completing ad hoc requests. These standard reports are shared at the senior leadership meetings. They also form the basis of discussion at targeted meetings such as the NEET taskforce meeting.

A summarised monthly report is shared with all team leaders/senior staff that assists them in service planning and the deployment of staff.

Information is taken to the quarterly held ETYEB chaired by the Cabinet Member, which focuses on how the service has engaged with vulnerable and marginalised groups and has detailed information on the ethnic profile of young people engaging with our services.

Information is also shared with other services to assist cross service planning; examples are data being shared with the YOU, Looked After Children Service, Community Safety and Education Welfare Service. Data has also helped the Change and Challenge initiative in identifying families that need support.

Information from the matching of foster placements is used to inform the recruitment strategy for future carers.

A monitoring form is completed after every child protection conference (CPC) which captures information such as parenting learning disability (LD) and mental health (MH) and/or physical disability, and substance misuse and ethnicity of the family. The results are analysed by the safeguarding service to inform future planning.

Information about participation of the child/family in the CP and LAC process is monitored in the service review meetings.

The children’s social care division operational management group considers information on a regular basis to consider service gaps and required changes.

**Young Runaways Service – success in debriefing young people who run away and getting them to engage with social care**
Innovation Fund – Cheviots project on reducing bureaucracy experienced by parents of disabled children and the development of a specific team

Through innovation funding, a specific partnership post has been created across both Enfield and Haringey safeguarding children boards to reduce risk to those highly vulnerable young people who cross the borders (CSE, gangs and missing), including specific packs that have been developed for young people that present at NMUH

We have commissioned a new provider with an electronic tool to improve feedback from young people – Mind Of My Own (MOMO)

Recently devised a child-friendly CP plan

Development of Signs Of Safety (SOS) to help involve parents better in understanding risk and danger for their children

Increased partnership working with health colleagues including FGM clinic at NMUH

15. Does your service or policy provide financial support for the protected groups?  YES
   If YES, please list below and the value of the financial support.

Yes, as per the requirements of the Children’s Act 1989 and associated legislation.

16. Socio-economic equalities impact:
Indicate YES, NO or NOT KNOWN for each characteristic

<table>
<thead>
<tr>
<th>Communities living in deprived areas</th>
<th>People with low academic qualifications</th>
<th>People living in social housing</th>
<th>Lone parents</th>
<th>People on low incomes</th>
<th>People in poor health</th>
<th>Any other socio-economic factor</th>
</tr>
</thead>
<tbody>
<tr>
<td>YES</td>
<td>YES</td>
<td>YES</td>
<td>YES</td>
<td>YES</td>
<td>YES</td>
<td>YES</td>
</tr>
</tbody>
</table>

Does the service or policy specifically impact on people / communities disadvantaged through the following socio-economic factors?

Does the service / policy contribute to promoting equality of opportunity for the following groups?

YES  YES  YES  YES  YES  YES  YES  YES  YES

17. If YES answered above – please describe the impact (including any positive impact on social economic inequality) and any mitigation if applicable
The work of children’s social care is designed to promote the well-being of vulnerable children and, where safe and appropriate, support families in caring for their children. Referrals to children’s social care are closely linked to levels of poverty; social workers try to ameliorate the impact of disadvantage in the daily lives of those with whom they work.

**Consultation and engagement**

18. Please list any recent consultation activity on your service, any specific equalities groups that were targeted, how the results have been publicised and what action has been taken in response to the results. (please state the source of data)

   (If more information is needed to understand the views of disadvantaged groups please add this to your action plan)

<table>
<thead>
<tr>
<th>Signs Of Safety consultation with children and young people</th>
</tr>
</thead>
<tbody>
<tr>
<td>Currently analysing the results of the consultation with young people on peer-on-peer abuse</td>
</tr>
<tr>
<td>Consultation with young people leading to introduction of MOMO and the NMUH safety packs</td>
</tr>
<tr>
<td>Enfield Fostering Association has been supported to develop in the last year</td>
</tr>
<tr>
<td>Children Safeguarding Champions</td>
</tr>
</tbody>
</table>

**Staff training and development**

19. Please set out below the staff training undertaken on equalities.

   If there is a need for additional staff training please detail this in your action plan.

   All aspects of the ESCB and internal training programmes are informed by equal opportunities and anti-oppressive practice and have been commissioned on the basis that the rights of each individual child and their welfare is paramount. All training is commissioned on the basis that it is offered from an anti-discriminatory perspective, with all trainers ensuring that this is an integral part of their information and delivery. All aspects of training promote the value of people working together to protect children from harm.

   Outcomes from such training:
Review and publicity

20. Please set out in your action plan when you will review this assessment and how it will be publicised

(Note: all EQIAs sent to Corporate Policy are published on the Council’s website)

This REQUIA will be publicised on the council website. It will also be distributed and be available to all staff and any identified issues should inform service centre plans and staff objectives.
Enfield Council – Retrospective Equality Impact Assessment / Analysis

Action plan template for existing services

Name of service/policy: Children's Social Care Division

Team: .......................................................... Department: Children’s Services

Assistant Director: Julian Edwards (Anne Stoker from 01-11-2016)

<table>
<thead>
<tr>
<th>Identified Issue</th>
<th>Action Required</th>
<th>Lead Officer</th>
<th>Timescale/By When</th>
<th>Costs</th>
<th>Review Date/Comments</th>
</tr>
</thead>
<tbody>
<tr>
<td>Publicity of this assessment and when it will be reviewed</td>
<td>To be published on Council website</td>
<td>Anne Stoker</td>
<td>Autumn 2016</td>
<td>No cost</td>
<td>Autumn 2017</td>
</tr>
<tr>
<td>MOMO (Mind Of My Own)</td>
<td>Broaden usage of MOMO among looked after children and children on a Child Protection Plan</td>
<td>Anne Stoker</td>
<td>Ongoing</td>
<td>Already funded</td>
<td>Autumn 2017</td>
</tr>
<tr>
<td>Signs Of Safety</td>
<td>Continue to develop, thereby improving parental partnerships.</td>
<td>Grant Landon</td>
<td>Throughout 2016/2017</td>
<td>Already funded</td>
<td>Autumn 2017</td>
</tr>
<tr>
<td>Graded Care Profile (GCP)</td>
<td>Expand usage of GCP for families where neglect is a key issue.</td>
<td>Nicole Gibson</td>
<td>Spring 2017</td>
<td>No cost</td>
<td>Spring 2017</td>
</tr>
<tr>
<td>Children missing from home, care and education</td>
<td>Research into ethnicity and missing from home, care and education</td>
<td>Anne Stoker</td>
<td>Spring 2017</td>
<td>No cost</td>
<td>Spring 2017</td>
</tr>
</tbody>
</table>

Date to be reviewed: Autumn 2017

APPROVAL BY THE RELEVANT ASSISTANT DIRECTOR - NAME: Julian Edwards ........ SIGNATURE: