



# City of Edinburgh Council Record of Equality and Rights Impact Assessment

## Part 1: Background and Information

### (a) Background Details

Please list ERIA background details:

#### ERIA Title and Summary Description: Support for Kinship Carers

Service Area	Division	Head of Service	Service Area Reference No.
Children and Families	Services for Children and Young People	Alistair Gaw	CF10(d)

### (b) What is being impact assessed?

Describe the different policies or services (i.e. decisions, projects, programmes, policies, services, reviews, plans, functions or practices that relate to the Corporate ERIA Title):

Policies and Services	Date ERIA commenced
The contract between the Council and Circle Scotland for Kinship Support, ending on 30 April 2015.	22/01/15
The continuation of the Internal Kinship Support Service which comprises of assessment team and support team.	22/01/15
N.B This ERIA is not assessing or making comparison between all family based care services e.g. foster care.	

### (c) ERIA Team

Please list all ERIA Team Members:

Name	Organisation / Service Area
Alistair Gaw	CEC/ Services for Children and Young People
Ricky Dover	CEC/ Planning and Performance
Robyn Elliot	CEC/ Planning and Performance
Scott Dunbar	CEC/ Services for Children and Young People
Julia Sproul	Equalities/ Planning and Performance

## Part 2: Evidence and Impact Assessment

### (a) Evidence Base

Please record the evidence used to support the ERIA. Any identified evidence gaps can be recorded at [part 3a](#). Please allocate an abbreviation for each piece of evidence.

Evidence	Abbreviation
Monitoring information provided by Circle Scotland and the Internal Kinship Support Service, including service user feedback, and Sex/ Disability/ Ethnicity information	
Evaluations from kinship carers exiting the support service	
The service specification	
Consultation with staff providing the services	
Consultation with senior management	
Desk top review	
Getting it Right for Every Child in Kinship and Foster Care	

### (b) Rights Impact Assessment – Summary

Please describe all the identified enhancements and infringements of rights against the following ten areas of rights. Please also consider issues of poverty and health inequality within each area of rights:

- Life
- Health
- Physical security
- Legal security
- Education and learning
- Standard of living
- Productive and valued activities
- Individual, family and social life
- Identity, expression and respect
- Participation, influence and voice

Please indicate alongside each identified enhancement or infringement the relevant policy or service (see [part 1b](#)) and relevant evidence (see [part 2a](#)).

#### Summary of Enhancements of Rights

The Outcomes the Council hopes to achieve are:

Our children have the best start in life, are able to make and sustain relationships and are ready to succeed

Our children and young people at risk have improved life chances

When children are placed with a kinship carer their wellbeing under the headings “Safe, Healthy, Achieving, Nurtured, Active, Respected, Responsible, Included” has been assessed and consequently there is likely to be an enhancement of their physical security, individual, family and social life, standard of living etc.

In some cases, Kinship Carers may also feel their rights to individual, family and social life have also been enhanced.

When Kinship carers access the support service they are better equipped to support children to enjoy these rights.

Support to Kinship carers is currently being provided internally and via an externally commissioned service. Continuous monitoring of both services suggests that the support to kinship carers could now be provided by the internal service alone. This would not affect kinship carers and children accessing their rights.

### Summary of Infringement of Rights

Can these infringements be justified? Are they proportional?

If there was not capacity internally to support the number of carers that are currently referred to the commissioned service then the children's rights may not be enhanced to the same extent. However, analysis suggests that there is capacity within the internal service to support the numbers referred.

All of the current cases held by the external commissioned service will shortly be re-assessed as to the level of support they require. It is anticipated that those who still require a significant level of support will receive it

### (c) Equality Impact Assessment – Summary

Please consider all the protected characteristics when answering questions 1, 2 and 3 below. Please also consider the issues of poverty and health inequality within each protected characteristic:

- Age
- Disability
- Gender identity
- Marriage / civil partnership
- Pregnancy / maternity
- Race
- Religion / belief
- Sex
- Sexual orientation

1. Please describe all the positive and negative impacts on the duty to eliminate unlawful discrimination, harassment or victimisation. Please indicate alongside each identified impact the relevant policy or service (see [part 1b](#)) and relevant evidence (see [part 2a](#)).

#### Positive Impacts

There is no impact.

The Assessment procedure was created to ensure consistency and meet requirements of 2007 legislation and 2009 LAAC regulations. Kinship carers are approached by the practice team or they volunteer themselves to become kinship carers. All kinship carers of looked after children are entitled to support they are assessed as requiring.

#### Negative Impacts

No impact

2. Please describe all the positive and negative impacts on the duty to advance equality of opportunity (i.e. by removing or minimising disadvantage, meeting the needs of particular groups that are different from the needs of others and encouraging participation in public life)? Please

indicate alongside each identified impact the relevant policy or service (see [part 1b](#)) and relevant evidence (see [part 2a](#)).

<b>Positive Impacts</b>
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There are a greater proportion of kinship carers who are female and who may have a disability. Becoming a kinship carer should have a positive impact with the right support.
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Comparison of the internal and external services has shown that the internal service is efficient in meeting the support needs of kinship carers.
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The external service does at times offer longer periods of high level support. However, there is no evidence to suggest that this meets the needs of kinship carers any more than the internal service.
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<b>Negative Impacts</b>
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The length of contact time the commissioned service spends with each kinship carer is over and above contract specification. There is no evidence to suggest that this has a positive impact and in fact could lead to greater dependency.
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3. Please describe all the positive and negative impacts on the duty to foster good relations (i.e. by tackling prejudice and promoting understanding)? Please indicate alongside each identified impact the relevant policy or service (see [part 1b](#)) and relevant evidence (see [part 2a](#)).

<b>Positive Impacts</b>
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Both services support the establishment of Kinship Carer Support Group(s) which fosters good relations between those with shared protected characteristics and those without.
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The internal service also link in with the other support groups in the city. The team has attended all to provide a briefing of what the service does. There are plans for open mornings in June and also to run a Triple P parenting group for carers in Feb and a Seasons for Growth group for the children in March.
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<b>Negative Impacts</b>
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No negative impacts
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### Part 3: Evidence Gaps, Recommendations, Justifications and Sign Off

#### (a) Evidence Gaps

Please list all relevant evidence gaps and action to address identified gaps.

Evidence Gaps	Action to address gaps

#### (b) Recommendations

Please record SMART recommendations to

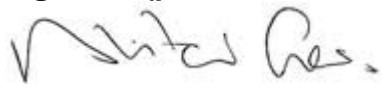
- (i) eliminate unlawful practice or infringements of absolute rights;
- (ii) justify identified infringements of rights; or
- (iii) mitigate identified negative equality impacts.

Recommendation	Responsibility of (name)	Timescale
Continue support for kinship carers internally.	Andy Jeffries	on-going
Decommission contract with external provider.	Alistair Gaw	April 2015

#### (c) Sign Off

I, the undersigned, am content that:

- (i) the ERIA record represents a thorough and proportionate ERIA analysis based on a sound evidence base;
- (ii) the ERIA analysis gives no indication of unlawful practice or violation of absolute rights;
- (iii) the ERIA recommendations are proportionate and will be delivered;
- (iv) the results of the ERIA process have informed officer or member decision making;
- (v) that the record of ERIA has been published on the Council's website / intranet, or
- (vi) that the ERIA record has been reviewed and re-published.

Date	Sign Off (print name and position)	Reason for Sign Off (please indicate which reason/s from list (i) to (vi) above)
		
28/01/2015	Alistair Gaw Head of Service	(i) – (vi) inclusive