

**Equality Impact Assessment Tool: Policy, Strategy and Plans**  
(Please follow the EQIA guidance in completing this form)



**1. Name of Strategy, Policy or Plan**

Glasgow City Health and Social Partnership , Vulnerable Child and Adult Services Team, Glasgow Locality Kinship Care Safeguarding and Support Services Tender

This is a : **Current Policy**

**2. Brief Description - Purpose of the policy, Changes and outcomes, services or activities affected**

The Glasgow City HSCP has approved the decision to award a contract by competitive tender for Glasgow Locality Kinship Care Safeguarding and Support Services. Social Work Services duties to children in Kinship Care Family settings are laid down in Section 17 of the Children (Scotland) Act 1995 and in the Looked After Children Regulations 2009. These stipulate that the local authority is legally responsible for formulating a child's plan, regularly reviewing that plan and carrying out visits to the child in the kinship placement. While the main statutory duty will remain with Social Work Services the latter element of these duties i.e. carrying out visits to the child in the kinship placement will be the principal focus of Kinship Care Locality Support Service. Within Glasgow, there are currently 1318 children (as at 22nd April 2018) residing in formal Kinship placements and evidence suggests that many of these Kinship Care placements have achieved placement stability and require only minimum support / intervention from statutory Social Work Services. Social Work Localities will retain responsibility for the statutory responsibilities associated with kinship care placements. The successful Provider will be responsible for visiting any child / young person living in a kinship family referred to the service by Social Work Services, as well as offering appropriate support to the child and their kinship carers, monitoring and reporting back to the designated Team Leader nominated by each of the Social Work Localities on the circumstances in which this care is being delivered. This will require all parties to work closely to deliver the aims and objectives of this tender and commit resources to effective monitoring and liaison roles within SW locality teams. The aims and objectives of the Glasgow Locality Kinship Care Safeguarding and Support Tender are in line with The Getting It Right For Every Child national objectives and will support Glasgow City Council's Transformational Change objectives as follows:

- To support the reduction in the use of high cost placements that are not achieving the required outcomes for children and young people.
- To facilitate the reinvestment of savings achieved from the reduction in use of high cost placements into building a community based prevention infrastructure.
- To assist in the redesign of the role, purpose and function of residential units to meet the needs of a more complex population of young people.
- To assist in the reformation of current provided and purchased foster care services to maximise the number of carers available within and closer to Glasgow.
- To increase the number of Kinship Carers through the Family Group Conferencing and Family Finding initiatives.
- To develop an Intensive Outreach Family Support service to prevent older young people on the "edge of care" from becoming looked after.
- The implementation of the Family Support Framework Tender invest in the third sector to promote a family support strategy to help families to help themselves.
- To continue to implement self-directed support to enable more children with a disability to live at home with their families and in their communities.

**3. Lead Reviewer**

Patricia J. Coltart, Service Manager, Planning and Commissioning Manager

**4. Please list all participants in carrying out this EQIA:**

Jacque McWilliam (Senior Officer, Commissioning); Moira Hood (Senior Officer, Homelessness Commissioning, Vulnerable Child and Adult Services Team)

**5. Impact Assessment**

**A. Does the policy explicitly promote equality of opportunity and anti-discrimination and refer to legislative and policy drivers in relation to Equality**

The Invitation To Tender is a technical document outlining the tendering process, however, in equality impacting this document, the following specific legislations and policy drivers are relevant:

- The Equality Act 2010 (General Duties)
- Human Rights Act 1998 and the Equality and Human Rights Commission
- Procurement and the public sector equality duty: A guide for public authorities (Scotland) 2013
- Children and Young People (Scotland) Act 2014 incorporating Getting it right for every child (GIRFEC)

The new service will play a key role in Glasgow's response to delivering an environment where every child will be

supported to achieve their full potential, and to contribute positively to their communities throughout their lives. To this end, it is proposed that the monitoring and reporting functions element of the support to children who have resided with kinship carers in stable family relationships for a period of two years or more, will be transferred to third party organisations.

**B. What is known about the issues for people with protected characteristics in relation to the services or activities affected by the policy?**

		Source
<b>All</b>	GCC currently has 1318 children residing in formal kinship placements. Collaborative partnership working has focused on supporting kinship care arrangements in recent years and yielded considerable outcomes in sustaining and improving placements. Recent findings confirmed that 50% of all kinship placements has been established for more than 4 years whilst 75% of kinship placements had been established for the last 2 years.	SWS Finance April 2018
<b>Sex</b>	This Kinship Care Locality Support service has been designed to meet the needs of all children, young people and their families. However, no one will be refused access to assistance or support based on their gender.	
<b>Gender Reassignment</b>	Transgender people are one of the most marginalised protected characteristic groups in the UK. Transgender people are likely to experience abuse at various point throughout their lives. In a study by Scottish Transgender Alliance (2008) 25% of respondents said they had to move from a family home due to family responses. This often results in homelessness, 46% had experienced transphobic abuse in relationships and 62% had experienced transphobic abuse from strangers in public places.	Scottish Transgender Alliance - Transgender experiences in Scotland 2008.
<b>Race</b>	This Kinship Care Locality Support service is based on providing services within local communities; these services will be developed based on local need. For example, in the Govanhill area of Glasgow there is a large Roma population local services have been enhanced to meet the needs of this population.	
<b>Disability</b>	Disabled people are among the very poorest people in Scotland. We have borne the brunt of welfare cuts with over half of all those made by the last Government falling on disabled people and their families. Many of us do not get anything like the social care support we need. According to the latest research, almost a half of all those living in poverty live with disabled people or are disabled people themselves. Families with disabled children are particularly likely to experience child poverty. Our employment rate is persistently around about a half that experienced by non-disabled people. Young disabled people are more likely than their non-disabled peers not to be in education, employment or training. Although disabled people make up 11.6% of all 16-24 year olds, in 2015/16 only 3.9% of Modern Apprenticeships went to disabled people - and that's an improvement on the shockingly low 0.4% of places in 2014/15. Disabled people too often experience discrimination, social isolation and negative attitudes, including hate crime.	Dr Sally Witcher OBE, Chief Executive Officer
<b>Sexual Orientation</b>	In 2015, 1.8% of Scottish adults (aged 25 to 75+) and 3.7% young people (aged 16 to 24) identified their sexual orientation as LGBTI. School Report Scotland have produced a report on the experiences of lesbian, gay, bi and trans young people in Scotland's schools in 2017.	Scottish Surveys Core Questions 2015 and Stonewall Scotland and University of Cambridge
<b>Religion and Belief</b>	This Kinship Care Locality Support Service has been designed to meet the needs of all children, young people and their families, regardless of faith and belief.	
<b>Age</b>	Numbers of children and young people by age range living in Glasgow City: 34,877 aged 0 to 4 31,283 aged 5 to 9 26,651 aged 10 to 14 33,129 aged 15 to 19 56,000 aged 20 to 24 Numbers of children and young people (1318) by age range living in Kinship placements. 154 aged 0 to 4 428 aged 5 to 10 529 aged 11 to 15 207 aged 16 to 20	National Records of Scotland Mid year estimate 2016 and SWS Finance April 2018

<b>Pregnancy and Maternity</b>	Pregnancy and Parenthood in Young People Strategy states that, although parenthood is a positive experience for many young people, it is associated with increased risk of a range of poor social, economic and health outcomes for some. Good quality, integrated support for young parents and their families will contribute to better engagement with support services and in the longer term greater engagement in education, training and employment. This in turn will contribute to improved health and social outcomes for young parents and their children.	Scottish Government March 2016
<b>Marriage and Civil Partnership</b>	Not Appropriate for this assessment	
<b>Social and Economic Status</b>	Glasgow had the highest number of births in Scotland, 6,833 (3,505 male and 3,328 female) in 2016. There were 49 still births this is the highest number of still births across all Local Authority areas. The next highest still birth rate was North Lanarkshire with 21. In comparison with all of Scotland still births 236, Glasgow had 21% of all still birth. Over 34% of children in Glasgow were living in poverty in 2017. This is the highest among Scotland's major cities. Just over three in ten adults (31 per cent) in the 10 per cent most deprived areas of Scotland rated their neighbourhood as a very good place to live in 2016, compared to almost eight in ten (78 per cent) of those living in the 10 per cent least deprived areas.	National Records of Scotland 2016, Understanding Glasgow and 2016 Scottish Household Survey
<b>Other marginalised groups (homeless, addictions, asylum seekers/refugees, travellers, ex-offenders)</b>	In terms of Addictions Services, there are currently 276 children and young people open to Glasgow Addictions Services as follows: <15 years 15-19 years 20-24 years Total 30 100 146 276 We know that there are areas of Scotland where people face multiple, complex challenges; many have borne the brunt of welfare reforms and increasing pressure on public expenditure. Through our work, we see the everyday impact of a whole range of issues including poverty, drug and alcohol misuse and social isolation. These undermine people's opportunities, aspirations and hope and rob our society of their potential contribution.	Glasgow Addictions Services (May 2018) and Fiona Duncan, Chief Executive Lloyds TSB Foundation Scotland - At the heart of funding Scotland's charities

**C. Do you expect the policy to have any positive impact on people with protected characteristics?**

	<b>Highly Likely</b>	<b>Probable</b>	<b>Possible</b>
<b>General</b>	The development of local community based universal services offering support according to need to strengthen families. Changes to the care system to achieve better outcomes for some of our most vulnerable children and young people.		
<b>Sex</b>	The proposed changes are for all children and young people irrespective of gender.		
<b>Gender Reassignment</b>		The development of local community based services will improve resources and capacity and may improve provision for young people who consider themselves to be Transgender, in particular to support them to remain within a family environment.	
<b>Race</b>		The development of local community based services will improve resources and capacity may improve provision for local ethnic communities.	
		The development of local	

<b>Disability</b>		community based services will improve resources and capacity may improve provision for young people with a disability.	
<b>Sexual Orientation</b>		The development of local community based services will improve resources and capacity may improve provision for young people who consider themselves to be LGBTI.	
<b>Religion and Belief</b>		The development of local community based services will improve resources and capacity may improve provision for local faith- based groups.	
<b>Age</b>	Children and young people who would otherwise experience poor outcomes, such as: young children where the family issues would affect the development and wellbeing of the child, disabled children, care experienced children and young people, etc. will experience more targeted interventions and support		
<b>Marriage and Civil Partnership</b>		The development of local community based services will improve resources and capacity may improve provision for all	
<b>Pregnancy and Maternity</b>	Better supports and identification of families that need support at an earlier stage will be the key to our prevention and support strategy.		
<b>Social and Economic Status</b>	Key to the Glasgow Locality Kinship Care Safeguarding and Support Service is to strengthen families living in the most vulnerable neighbourhoods. The changes are focused on delivering better outcomes for all children and young people. This agenda has been driven by the deprivation that exists in the City.		
<b>Other marginalised groups (homeless, addictions, asylum seekers/refugees, travellers, ex-offenders)</b>		The development of local community based services will improve resources and capacity may improve provision for all.	
<b>D. Do you expect the policy to have any negative impact on people with protected characteristics?</b>			
	<b>Highly Likely</b>	<b>Probable</b>	<b>Possible</b>
<b>General</b>	None	None	None
<b>Sex</b>	None	None	None

<b>Gender Reassignment</b>	None	None	None
<b>Race</b>	None	None	No disproportionate impact
<b>Disability</b>	None	None	None. A simpler and less bureaucratic process should help disabled children, young people and their Kinship Carers to access support services
<b>Sexual Orientation</b>	None	None	No, negative impact perceived.
<b>Religion and Belief</b>	None	None	None, Services and support being proposed are for all children and young people irrespective of faith or belief.
<b>Age</b>	None	None	None, services will be based on the needs of children, young people and their Kinship Carers. Some may specialise on different age groups, for example: family support service may focus on pre-school children, whereas residential services may focus on older young people.
<b>Marriage and Civil Partnership</b>	None	None	None
<b>Pregnancy and Maternity</b>	None	None	None
<b>Social and Economic Status</b>	None	None	None. Social deprivation is a key factor in the move to providing more locality-based services.
<b>Other marginalised groups (homeless, addictions, asylum seekers/refugees, travellers, ex-offenders)</b>	None	None	None