

**Isle of Wight Council
CORPORATE PARENTING STRATEGY
2011**

1. Document Information

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Equality Impact Assessment

2. INTRODUCTION

Corporate parenting is the commitment to take a corporate approach to the parenting of children in our care. Children in care are not the sole responsibility of social care staff. For these vulnerable children to thrive and have a sense of belonging, responsibility and accountability must be shared across the local authority and its partners.

The reasons that children need to be looked after, such as parental abuse, neglect or abandonment, have already placed them at a disadvantage. It is essential that their experiences in public care compensate for this disadvantage, rather than compound it.

As corporate parents, we will be their champions, by being ambitious for them as individuals, supporting their education and celebrating their achievements. We aim for our children and young people to feel cared about, not just cared for, by providing services, which nurture, offer support and stability.

3. STATEMENT OF INTENT

We are committed to supporting families to stay together wherever this can be achieved safely. However, when this is not achievable, the council, alongside schools and partner agencies, commit to raising the quality of life for all children in care, by:

- sharing responsibility for children's wellbeing with family members and carers, where possible,
- ensuring that all of its services maintain high standards and encourage, protect and support children in line with their needs and abilities,
- valuing and responding to the diverse and minority needs of children and their families by ensuring that services are allocated on the basis of need,
- consulting with and responding to the views of children and young people and encouraging their active involvement in service development,
- providing a full range of support services in conjunction with our partners,
- encouraging children and young people to play an active part in the local community, utilising its opportunities and activities,
- being ambitious for our children in care, sharing and celebrating their achievements,
- ensuring the needs of our children in care are considered in all other relevant strategies.

4. THE ISLE OF WIGHT COUNCIL'S PLEDGE TO CHILDREN IN CARE 2011 (APPENDIX 1)

In 2010 the Children in Care Council undertook the first revision of the Isle of Wight Council's pledge to children in care, which contains a set of promises to improve their outcomes. The pledge was endorsed by full council in October 2010. The local

authority's performance in delivering the pledge will be reported to the Corporate Parenting Board. The pledge will reviewed annually by the Children in Care Council.

We promise to:

- provide welcoming, safe and stable placements, where children and young people in care can stay for as long as it meets their needs;
- help children and young people in care to stay in touch with their family and friends and visit them, if possible, even if they don't live on the Isle of Wight
- try to avoid any changes of social worker unless absolutely necessary. We will give children and young people a proper explanation of any unavoidable changes. Children and young people in care will have a social worker who is easy to contact, will see them regularly, can speak to them in private, and with whom they can build a trusting relationship;
- help children and young people in care sort out any problems or worries they may have and support them with any issues concerning their background, present or future;
- take an interest in the health of children and young people in care and encourage them to be involved in sports, leisure activities and hobbies. We will ensure that they have opportunities to go on holiday and/ or on trips;
- promote a more positive start to the lives of children and young people in care by offering support and guidance in their choices for employment, education and training.

5. CORE PRINCIPLES

The common set of core principles that underpin how we work together to ensure our children in care have ambition and will have long, healthy, fulfilling and active lives are to :

- listen to children and young people; engage them in decision-making and provide advocacy for their interests;
- shift the balance of services towards prevention and early intervention, wherever possible through locality working;
- develop a skilled workforce that is flexible and sustainable;
- prioritise the safeguarding of all children and young people;
- provide child-centred services;
- provide quality services; monitor, evaluate and develop against need.
- meet the needs of individuals and communities, address disadvantage, particularly focusing on vulnerable groups and develop community cohesion.
- close the gap between those doing well and those more vulnerable and in need of our direct support;
- reduce duplication of service delivery, reducing confusion for parents and ensuring services provide effective support;
- work closely with the voluntary and community sector providers.

6. ROLES AND RESPONSIBILITIES

This corporate approach to parenting is referred to in a range of legislation and guidance setting out a framework that demands a 'whole council' approach to children in care; an approach that begins with elected members and their policies.

The leader of the council and chief executive officer are responsible for ensuring that the council has an effective corporate parenting strategy.

The director for community wellbeing and social care and cabinet member for childrens services and education have overall responsibility for leading corporate parenting arrangements – both across the authority and with its partners. The director for community wellbeing and social care and cabinet member for childrens services and education will work closely together to:

- champion and promote the involvement of young people at all levels of the council;
- provide leadership in safeguarding and promoting the welfare of children in care;
- have effective governance arrangements in place to implement any decisions regarding children in care across the authority and partner agencies;
- undertake an in-depth analysis of the needs of the council's care population and all aspects of the service required to meet those needs so that there is clear evidence to inform future action;
- ensure that all strategic plans meet the needs of our children in care.

The cabinet member for childrens services and education & other elected members should:

- understand why children need to be looked after and the legal and policy framework that governs this;
- know the governance arrangements within the council for corporate parenting and whether they are effective;
- know the profile and needs of the children looked after by the council and explore how the lives and outcomes of our children in care can be improved and what they can individually and collectively do to improve the experiences of our children in care;
- scrutinise whether the council is providing the best possible care for children in care and care leavers. The key question is would it be good enough for their **own** child;
- scrutinise and question management information and know how well the council is doing in comparison with the other councils and government indicators;
- take responsibility for promoting and integrating the welfare of children in care in the work and decision making of the council.

The cabinet member for children's services and education will meet regularly with the children's participation and rights officer and children looked after (attending the children in care council when invited and via other for as appropriate) in order to provide a level of independent challenge that is informed and insightful, and to be equipped to discharge the statutory functions of the lead member.

The cabinet member for children's services and education will work together with the executive to develop a programme of induction and training for all elected members so that corporate parenting responsibilities are understood and owned by all the electorate .

The cabinet member for children's services and education will provide appropriate challenge to other members whose policy decisions may have an impact on children looked after.

Directors and heads of service have a responsibility to ensure that council services are supportive of the needs of children in care. They are responsible for ensuring that their strategies and plans take account of the needs of children in care.

Managers within the directorate for children & young people, as well as contributing to the decision making for individual children and young people, are also responsible for ensuring that strategic planning, policies and protocols are child-centred. They must also ensure that children and young people are regularly consulted about the quality of the services they receive and given the opportunity to participate in the development of services they use.

The governing body of each school has a responsibility for ensuring improvement in outcomes for children in care, and to maximise each individual's opportunity to fulfil their potential. A member of the governing body will have special responsibility for children in care, working with the head teacher and senior management team. Appointed designated teachers will be given time to carry out their specific duties to children in care.

The virtual head teacher will aim to create a virtual school. The aim of the virtual school will be to improve the learning experience of all children in care. The reason for the virtual school being set up is because the number of children in care in individual schools can be very low and therefore they can become lost in individual systems. Via the virtual school, attainment and attendance data for all children in care will be pooled which will ensure that achievements and progress can be monitored closely and action can be taken quickly to remedy issues. School cluster data managers have been approached to help facilitate this process. .

The virtual head teacher will also champion the educational needs of children in care on the IW, which will include close working to improve the quality of personal education plans for children in care.

Children's centre staff must be aware of the children in their group who are in care and work in partnership with parents, carers and social workers to provide these

children with the support and guidance they need to achieve to the full extent of their abilities.

Social workers and other care staff should promote high aspirations in children and young people, celebrate their achievements, be sensitive to their views and needs, whilst maintaining the professional role expected of them to protect and safeguard their welfare.

Independent reviewing officers (IROs) will ensure that children and young people are involved in the development, implementation and review of their care plans, according to their age and ability. This will increase the likelihood of the child or young person feeling engaged and valued in the process and therefore enable better outcomes. The social worker takes a lead role in ensuring that the care plan is implemented and that the right information is shared with the right people at the right time, and that records are accurate and will stand the test of time.

The fostering team is responsible for ensuring that we have sufficient carers available to enable choice and appropriate matching of placements. The focus of the fostering team will primarily be on the needs of our children in care, whilst at the same time challenging and supporting the carers in their task. They must ensure foster carers and residential placements are assessed thoroughly, supported regularly, monitored, and reviewed. Foster carers must be provided with training and support to enable them to provide for the wide ranging needs of our children in care.

Foster carers and residential workers have a very important role to play in the life of every child in our care. They must provide a welcoming, safe, secure and nurturing environment for the child or young person. They will contribute to the assessment of their needs, as well as providing a means to meet these needs, which will help the children and young people deal with their emotional pain and trauma. Carers have a critical role in advocating on behalf of the child or young person to ensure they receive the best education.

Workers who work with young people as they leave care will support our young people as they grow into adulthood, in the way that a good parent would with their own children. The move from being in care to independence should be a gradual and planned process, taking account of young people's abilities, views, wishes, aspirations and needs. It is vital that young people are supported to access housing, training, education and employment, so that they can achieve independence and become responsible adults living in the community. The local authority will support and keep in touch with its young people leaving care until they are 21 or 24 if they continue in education.

The children's participation and rights officer will support young people and the authority to become involved with each other in the development of relevant policies, procedures, protocols and guidance documents. The children's participation and rights officer will promote young people's involvement in initiatives such as 'Total Respect' and foster carer training; and in recruitment. Children and young people in care will be encouraged to take part in participation events and opportunities.

Health professionals will prioritise our children in care in order that they access effective physical and mental health treatment and services. This will contribute towards improved health and emotional well-being.

School nurses will liaise with the nurse for children in care to provide a co-ordinated understanding of children's health needs and how these are being met

The youth offending team will work with children and young people in care who enter the criminal justice system, with the aim of preventing or reducing further offending behaviour. They will encourage personal responsibility for anti-social behaviour.

The police will be involved in consultation to develop improved ways of working in partnership to respond to children in care who run away, put themselves at risk or become involved in offending.

Leisure and youth workers have a vital role to play in encouraging our children and young people in care to use their services and develop their skills, fitness and experience of individual and team success as they grow into adulthood. This participation can help to overcome social exclusion and will improve self esteem leading to positive outcomes in terms of health, education and employment.

Housing services has a vital role to play to ensure that children from care, making the transition into adulthood, do not become homeless and are supported to secure safe long-term tenancies. Housing services will also provide suitable accommodation to enable families to stay together where appropriate and to allow foster carers to carry out their role effectively.

The council will work with its partners and voluntary organisations to promote positive life experiences for children and young people in care. All council staff are jointly responsible as part of the corporate family, to promote good practice in caring for children and young people and promoting their life chances.

7. PARTNERSHIP WITH PARENTS

We are mindful of the fact that children are part of a family, even if they do not live with their birth family for a period of time. We have a duty to promote the relationship between children in care and their families (as reflected by the statutory duty to promote contact) and recognise that a high proportion of looked after children eventually return home either during childhood or once they have left care. In all cases the local authority shares parental responsibility for children in care with their birth parents and as such it is important that parents are involved in policy decision making for looked after children; we will therefore be seeking to recruit parents (and foster carers) to the corporate parenting board and to its three action groups.

8. EVALUATING OUR PRACTICE

We will evaluate our progress against the leading improvements for looked after children (LILAC) standards (Appendix 4). These standards enable us to constantly evaluate our service against a benchmark. Children and young people will be central to the appraisal process, via the “Have Your Say” Days and Children in Care Council.

A performance framework is in place against which performance can be assessed. It includes performance indicators for the following areas:

- Educational attainment
- Health assessments
- Placement stability
- Social worker vacancies

8.1 CARE PLANNING AND REVIEW

All Local Authority Care Plans are reviewed by independent reviewing officers (IRO).

The statutory duties of the IRO are to:

- Monitor the local authority’s performance of their functions in relation to the child’s case. This includes both supporting as well as challenging the local authority on occasions where the human rights of a looked after child may have been breached due to poor practice. IROs can make a referral to the children and family court advisory and support service (CAFCASS) at any time if the local authority is considered not to be acting in the child’s best interest.
- Participate in any review of the child’s case, including chairing their Looked After Child (LAC) reviews.
- Ensure that any ascertained wishes and feelings of the child concerning the case are given due consideration by the appropriate authority. IRO must meet LAC prior to a review to seek their wishes and feeling to ensure their voice is heard.

Important changes in the regulations that came into force 1st April 2011 include:

- That there should be no change in a LAC placement without first having a review, unless there are urgent reasons for the change, e.g. safeguarding concerns.
- If the IROs are not satisfied with the local authority plan to change a placement they can freeze this decision until differences are resolved.
- Review decisions must be acted upon unless a senior officer in the local authority disagrees. Where this is the case, the point of disagreement can be resolved informally or formally using the problem resolution protocol and referring to CAFCASS by the IRO.

8.2 COMPLAINTS AND ADVOCACY

Children and young people should know what to do if they are not happy with the way they are being cared for and must feel that their representations and complaints will be listened to and taken seriously. The council complaints procedure will comply with all statutory requirements. Young people will have access to an independent advocate where necessary, and the children's participation and rights officer will provide further advice, support and advocacy to children in care as required..

9. GOVERNANCE ARRANGEMENTS

The structure of the Corporate Parenting Board (terms of reference – appendix 3) will be revised to ensure that all of the services provided to children in care and care leavers are of a high standard. In particular it will aim to improve the placement choice for our children in care

The revised structure for the Corporate Parenting Board will consist of a strategic board and three action groups.

The strategic board will provide leadership, strategic direction and have a key scrutinising role. It will meet four times a year and will be chaired by the cabinet member for children's services and education. Membership will include the director for community wellbeing and social care, heads of service for children's social care and education, the chair of the children and young people's scrutiny panel, chair persons from the three actions groups, local authority foster carers, parents and representatives from the Children in Care Council.

The three action groups will have a specific focus and also be accountable for delivery and monitoring of certain promises within our Pledge to Children in Care.

The Corporate Parenting Board will be responsible for assessing the compliance between the corporate parenting strategy and the range of associated strategies and initiatives developed by the council and its partners. The corporate parenting strategy will be reviewed annually.

The Corporate Parenting Board will receive information from and disseminate information to the children and young people strategic partnership . The group will monitor performance outcomes for children in care via:

- feedback from 'Have Your Say Days';
- reports from the Children in Care Council and from the fostering and the adoption panels;
- performance monitoring against the pledge to children in care;
- feedback on any other participation work such as listening to young people in care survey, total respect and foster care training and involvement in staff and foster carer recruitment;
- The quarterly Corporate Parenting Board performance report.

The Children in Care Council itself will consist of a representative group of children in care, supported by participation workers. Terms of reference for the Children in

Care Council (appendix 4) will define its composition, its function and its lines of communication with elected members and senior officers. The children in care council terms of reference will be reviewed annually.

The “Have Your Say” days will be arranged according to children’s ages and will be held half yearly. The groups will be facilitated to enable young people to give their views and opinions to senior corporate parents. The work undertaken will be linked to the review of the children and young people’s plan.

The council will hold an annual event to promote effective corporate parenting. This event will involve a celebration of the council and young people’s achievements and the opportunity to share research, good practice and developments.

Appendix 1

OUR PLEDGE TO CHILDREN IN CARE 2010

We promise, based on your needs, wishes and circumstances, to...

1. Find you a welcoming, safe and stable place where you can stay for as long as it meets your needs.

Your worker will listen and ask you about this.

If you remain unhappy with this you should contact the **independent review service manager**.

They will explore your situation and help resolve the issue as much as possible.

2. Help you stay in touch with your family and friends and visit them, if possible, even if they don't live on the Isle of Wight.

Your social worker should be doing this. If not then you should speak to the **childrens participation and rights officer**.

3. Try to avoid any changes of social worker unless absolutely necessary. We will give you a proper explanation for any unavoidable changes. You will have a social worker who is easy to contact, will see you regularly, to whom you can speak in private, and with whom you can build a trusting relationship.

You should contact the **independent review service manager** if you feel this is not happening. They will look into this and resolve your concerns.

4. Help you sort out any problems or worries you may have and support you with any issues concerning your background, present or future.

Your social worker should already help with this. For further help, speak to the **childrens participation and rights officer**.

5. Take an interest in your health and encourage you to be involved in sports, leisure activities and hobbies. We will ensure you have opportunities to go on holiday and/ or on trips.

Your carer will be responsible for making this happen.

If you feel this is not happening, speak to your **social worker or team manager**.

6. Promote a more positive start in your life by offering support and guidance to you in your choices for employment, education and training.

Your social worker or designated teacher should be doing this.

You should contact the **team manager** if you are unhappy about this.

Isle of Wight Council August 2010

Appendix 2 – Corporate Parenting Action Plan

| Pledge | 2011 Action | Lead Officer | Target date | Outcome (ragged) |
|--|--|---|--------------------|-------------------------|
| 1. Find you a welcoming, safe and stable place where you can stay for as long as it meets your needs. | 1. All mainstream placements have a book and/or DVD which explains to any new children and young people all about the foster home, who lives there, pets, bedrooms and contains photos. | Group Manager: Fostering and Adoption | 31/3/2012 | |
| | 2. We will implement the Fostering Services Regulations (2011) so that foster carers are well trained and supported to deliver high quality care for children and young people. | Commissioner for Longer Term Interventions. | 31/3/2012 | |
| 2. Help you stay in touch with your family and friends and visit them, if possible, even if they don't live on the Isle of Wight. | 3. Increase the number of Isle of Wight placements (currently 123 to 141; 15%) and the total number children and young people in island-based placements to ensure that they remain within the local community. Our target is that at least 80% of our looked after children will be placed within on-island local authority provision and that at least a further 10% are placed on the Isle of Wight even if not in local authority provision. | Group Manager: Fostering and Adoption | 31/3/2012 | |
| | 4. We will review all supervised | Consultant Social | 31/12/2011 | |

| Pledge | 2011 Action | Lead Officer | Target date | Outcome (ragged) |
|--|--|---|-------------|------------------|
| | contact and make sure that there is better choice and it fits with what children and young people want. | Worker: Contact and Assessment | | |
| | 5. We will train staff in completing life story book work and make sure that children who have a care plan to remain looked after in the long term also have a life story book. | Group Manager: Children Looked After | 31/12/2011 | |
| | 6. We will fully implement a clear and up-to-date 'overnight stays policy' so that overnight stays can happen quicker and more easily, in line with delegated decision-making to foster carers. | Commissioner for Longer Term Interventions. | 31/03/2012 | |
| 3. Try to avoid any changes of social worker unless absolutely necessary. We will give you a proper explanation for any unavoidable changes. You will have a social worker who is easy to contact, will see you regularly, to whom you can speak in private, and with whom you can build a trusting relationship. | 7. We will implement a 'unit' style of working (reclaiming social work model) so that a small and consistent number of people work with children in care in the long term. Children in care will not have to change social worker at 16 unless they wish to. | Deputy Director Children's Safeguarding and Family Services | 30/09/2011 | |
| | 8. We will expect staff to attend 'Total Respect' training to improve the way they work with young people. | Commissioner for Longer Term Interventions. | 31/03/2012 | |

| Pledge | 2011 Action | Lead Officer | Target date | Outcome (ragged) |
|---|---|---|-------------------|------------------|
| <p>4. Help you sort out any problems or worries you may have and support you with any issues concerning your background, present or future.</p> | <p>9. We will develop a checklist for all new children looked after to complete with their social worker to ensure that as much 'normal life' is retained as possible.</p> | <p>Group Manager: Fostering and Adoption</p> | | |
| <p>5. Take an interest in your health and encourage you to be involved in sports, leisure activities and hobbies. We will ensure you have opportunities to go on holiday and/ or on trips.</p> | <p>10. We will work closely with the youth and leisure services so that children looked after know exactly what is on offer in their locality and are personally encouraged to get involved.</p> | <p>Commissioner for Longer Term Interventions.</p> | <p>31/03/2012</p> | |
| | <p>11. We will use the information from the 'have your say' days to update the action plan.</p> | | | |
| <p>6. Promote a more positive start in your life by offering support and guidance to you in your choices for employment, education and training.</p> | <p>12. We will improve personal education plans to make them more relevant. Young people will be involved in the design and subsequent audit.</p> | <p>Deputy Director Childrens Safeguarding and Family Services</p> | <p>30/9/2011</p> | |
| | <p>13. We will create the 'Education Professional' role who will work with children in care, their carers, their birth families and the Schools and Learning Division to provide the best possible information, advice and guidance regarding</p> | <p>Deputy Director Childrens Safeguarding and Family Services</p> | <p>30/9/2011</p> | |

| Pledge | 2011 Action | Lead Officer | Target date | Outcome (ragged) |
|--------|---|---|-------------|------------------|
| | future choices | | | |
| | 14. We will implement the seven LILAC standards across the Isle of Wight's care system. | Commissioner for Longer Term Interventions. | 31/3/2012 | |

Appendix 3

CORPORATE PARENTING STRUCTURE

TERMS OF REFERENCE – 2011

1. KEY PURPOSE

To ensure the life chances of children in care are in line with their peers. We need to encourage, protect and support our children in care in order that they can grow up and contribute and participate as healthy and happy citizens within their community.

The Strategic Corporate Parenting Board will satisfy themselves that all action groups are delivering high standards of service and monitoring progress against the Pledge of promises made to our Children in Care.

As a council, we must ensure that we prioritise their needs and stability. We must also satisfy our Children in Care that practice issues are addressed and services continually improved.

2. MEMBERSHIP AND QUORACY

The Corporate Parenting Boards will consist of officers representing social care, health, education, elected members and the local authority. Young people, who are members of the Children in Care Council, will attend both the action groups, and the Strategic Corporate Parenting Board. At least one officer, councillor and young person need to be present to be quorate.

Membership of the board is at a senior strategic level to ensure ability to commit resources and influence policy and practice. The meeting will be chaired by the lead member for children's services.

The Action Groups will be chaired by different members from the Council to broaden support for the Corporate Parenting Agenda. A Commissioner from Childrens Social Care Services will also attend each Action Group. A Young Person from the Children in Care Council will attend each Action Group. Further Young People will attend as required to deliver items of good/ bad practice to disseminate/ address respectively.

3. ROLES AND RESPONSIBILITIES

The Corporate Parenting Board will work together, acting on behalf of the council and partners to ensure that all of the services, to children in care and care leavers are of a high standard. In particular we aim to improve the placement choice for our children in care

The Structure for the Corporate Parenting Board will consist of a Strategic Board and three Action Groups. The Action groups will have a specific focus and also be

accountable for delivery and monitoring of certain promises within our Pledge to Children in Care.

The Corporate Parenting Board will:

- raise issues regarding the governance of the Children in Care Council;
- scrutinise and monitor outcomes for children in care and care leavers;
- ensure that the needs of our Children in Care Council are considered as appropriate and incorporated into key plans, policies and strategies throughout the council;
- ensure sufficient resources for the Children in Care Council to directly engage with all Children in Care, commission and deliver agreed projects on behalf of the Isle of Wight Council and function as a working group;
- raise awareness by promoting the role of elected members as corporate parents and the council as a large corporate family with key responsibilities;
- raise the profile of the needs of children in care and care leavers through a range of actions & events, to recognise their achievement and contribution;
- ensure that children and young people are clear about what they can expect from the Isle of Wight Council as corporate parents;
- ensure that the views of children and young people are regularly heard through the Children in Care Council, including those with special educational needs (SEN) and learning difficulties or disabilities (LDD). They will have a full say in the development of services which affect them, review the Pledge annually and act as a consultative group on all key issues;
- ensure all staff working with children in care have the appropriate support and training needs identified.
- provide short documents, a minimum of 7 days prior to any meeting, outlining any necessary report. These must be clear, concise and be accessible to all attendees.
- formulate an agenda based on issues that the Children in Care Council feel are important. Any agenda items for Strategic Corporate Parenting Board or Action Group must gain comment from the Children in Care Council first. Special Children in Care Council Meetings can be called for topics if a short timeframe requires so.

The Action Groups will:

- ensure feedback from compliments and complaints in respect of children in care and care leavers is fully utilised to improve service delivery;
- undertake meetings with frontline staff and foster carers to ensure they are clear about the expectations of their role, as well as providing opportunities to review existing support and training;
- create accessible versions of any policies or legislation that the Children in Care Council are asked to consult on.
- Work with the Children's Rights Officer and the Children in Care Council to create any consultation being shared with all Children in Care;

- routinely respond to issues raised by the Children in Care Council with the following: The relevant legal requirement, the Isle of Wight Council current protocol and what good practice/ changes in practice can be delivered to respond to the issue;
- The 'Health and Happiness' Action Group will Monitor and Deliver on Pledge Promises 2, 4 and 5. It will aim to resolve issues and share good practice identified by the Children in Care Council. It will be accountable to both the Strategic Corporate Parenting Board and the Children in Care Council on the responses and progress it had achieved.
- The 'Education and Future' Action Group will Monitor and Deliver on Pledge Promise 6. It will aim to resolve issues and share good practice identified by the Children in Care Council. It will be accountable to both the Strategic Corporate Parenting Board and the Children in Care Council on the responses and progress it had achieved.
- The 'Your Care Experience' Action Group will Monitor and Deliver on Pledge Promises 1 and 3. It will aim to resolve issues and share good practice identified by the Children in Care Council. It will be accountable to both the Strategic Corporate Parenting Board and the Children in Care Council on the responses and progress it had achieved.
- All Action Groups should have a regular Children in Care Council representative to feed back into the Children in Care Council.
- Receive representation from Children in Care to deliver issues of good and bad practice, for the Action Group to resolve or sign up to policy. This could be face to face or by any pre-recorded form of medium.

4. FREQUENCY OF MEETINGS

Strategic Corporate Parenting Board meetings will be Quarterly.

Action Group Meetings will be Quarterly, staggered between each main meeting.

5. ADMINISTRATION / REPORTING ARRANGEMENTS

The Corporate Parenting Board will report to cabinet on an annual basis.

Action Groups will report to both the Strategic Corporate Parenting Board and the Children in Care Council on their progress against the pledge promises they own.

Where possible. The same administration support should be offered to the Children in Care Council, the Strategic Corporate Parenting Board and all Action Groups.

6. LEGISLATION AND GUIDANCE UNDERPINNING THE WORK OF THE CORPORATE PARENTING BOARD

- Children Act 1989 and 2004
- Section 27 of the Children's Act 1989, amended 2006, places a duty on housing, education and health authorities to assist with corporate parenting
- Children (Leaving Care) Act 2000 To increase support to young people leaving care
- Promoting the Health Care needs of Looked After Children, Nov 2002
- Adoption and Children's Act 2002
- Guidance on the Education of Children and Young People in Public Care 2000
- Care Matters: Transforming the lives of children and young people. Former Government White Paper 2007
- Every Child Matters Framework
- Children and Young Persons Act 2008
- Care Planning and Reviewing Guidance 2010

7. PERFORMANCE MANAGEMENT

Initially the Strategic Corporate Parenting Board will receive a performance report on the following areas:

- children in care profile – number, age, gender, ethnicity, special educational needs, legal status and health assessments;
- new care episodes, length of placements, placement change;
- educational outcomes including personal education plans completed, attendance and exclusions;
- adoptions;
- placement breakdown by agency/residential/locally authority/family and friends;
- foster carer availability;
- staffing vacancies;
- annual reports on complaints, IRO activity and fostering and adoption panel activity;
- leaving care outcomes – accommodation, education, training and employment;
- regulation 33 reports from Beaulieu House.
- progress made against each of the Pledge Promises, from the relative Action Group.

However it is likely that these management reports will evolve over time to reflect changing priorities.

Strategic Corporate Parenting Board Membership is as follows:

| MEMBER | JOB TITLE | FROM | POSITION ON BOARD |
|------------------------------|--|--------------------------|--|
| Cllr Dawn Cousins | Cabinet Member for Children Services | Isle of Wight Council | Chair |
| Cllr George Cameron | Chairman of the Children and Young People Scrutiny Panel | Isle of Wight Council | Elected Member |
| Cllr | Action Group Chairperson | Isle of Wight Council | Elected Member |
| Cllr | Action Group Chairperson | Isle of Wight Council | Elected Member |
| Cllr | Action Group Chairperson | Isle of Wight Council | Elected Member |
| Ian Anderson | Strategic Director for Community Wellbeing and Social Care | Isle of Wight Council | Member |
| Ali Matthews | Deputy Director - Safeguarding | Isle of Wight Council | Member |
| Roger Edwardson | Head of Learning and Achievement | Isle of Wight Council | Member |
| Simon Dear | Commissioner for Longer Term Interventions | Isle of Wight Council | Attendee supporting the work of the board. |
| Karen Kerley | Commissioner for Short Term Interventions | Isle of Wight Council | Attendee supporting the work of the board. |
| Kathy Marriott / Helen Lewis | Commissioner for Children and Families Services | Isle of Wight Council | Attendee supporting the work of the board. |
| Stephen Woodford | Children's Participation and Rights Officer | Isle of Wight Council | Attendee supporting the work of the board. |
| TBC | Young Person 1 | Children in Care Council | CiCC Chair - Member |
| TBC | Young Person 2 | Children in Care Council | Member |
| TBC | Young Person 3 | Children in Care Council | Member |
| TBC | Foster Carer 1 | | Member |
| TBC | Foster Carer 2 | | Member |
| TBC | Foster Carer 3 | | Member |
| | Parent 1 | | Member |
| TBC | Parent 2 | | Member |
| TBC | Parent 3 | | Member |

Health and Happiness Action Group Members:

| MEMBER | JOB TITLE | FROM | POSITION ON BOARD |
|-----------------------------|--|------------------------------|--------------------------|
| Senior Youth Worker | Isle of Wight Council | Participation Representative | Member |
| Gilly Dixon | Nurse for Children in Care | Isle of Wight NHS Trust | Health Representative |
| Dave Crewe / Sara McWilliam | Group Manager – LAC / Contact | Isle of Wight Council | Member |
| Linda Cappello | Advocate | NYAS | Member |
| Stephen Woodford | Children's Participation and Rights Officer | Participation Representative | Member |
| TBC | Young Person | Children in Care Council | Member |
| Sonya Hackett | Consultant Social Worker: Contact / Assessment | Contact Team | Member |
| TBC | Foster Carer 1 | | Member |
| TBC | Parent 1 | | Member |

Education and Future Action Group Members:

| MEMBER | JOB TITLE | FROM | POSITION ON BOARD |
|----------------|--|---------------------------------|--------------------------|
| Martyn Stanley | Senior Housing Officer (Homeless) | Isle of Wight Council | Housing Representative |
| Louise Tatton | Education Professional | Isle of Wight Council | Member |
| Jackie Boxx | Commissioner for Special Education and Alternative Education Programmes' | Isle of Wight Council | Member |
| Andrew Briggs | | Commissioning Manager for 14-19 | Member |
| TBC | Virtual Head Teacher | Schools | Member |

| | | | |
|------------------|---------------------------|----------------------------------|---|
| TBC | Ann O'Brien | Adult/ Transition Services | Member |
| TBC | | Housing Associations/ Hostels | Member |
| TBC | | Job Centre Plus | Member |
| Stephen Woodford | Children's Rights Officer | Isle of Wight Council | Support for Children in Care Council Representative |
| TBC | Young Person | Children in Care Council | Member |
| TBC | Foster Carer 1 | | Member |
| TBC | Parent 1 | | Member |

YOUR Care Experience Action Group Members:

| MEMBER | JOB TITLE | FROM | POSITION ON BOARD |
|-----------------------------|--|--------------------------|---|
| Jackie Boxx | Commissioner for Special Education and Alternative Education Programmes' | Isle of Wight Council | Member |
| Karen Cheeseman | Group Manager – Fostering and Adoption | Isle of Wight Council | Member |
| Sam Nathan | Lead Officer for Quality Assurance and Reviewing | Isle of Wight Council | Member |
| TBC | Manager - Children's Disability Team | Isle of Wight Council | Member |
| Sara McWilliam / Dave Crewe | Group Manager - LAC | Isle of Wight Council | Member |
| TBC | Foster Carer 1 | | Member |
| Stephen Woodford | Children's Rights Officer | Isle of Wight Council | Support for Children in Care Council Representation |
| TBC | Young Person | Children in Care Council | Member |
| TBC | Parent 1 | | Member |

Appendix 4**Children in Care Council (CiCC)****Terms of Reference 2011****1. KEY PURPOSE**

The purpose of the CiCC is to ensure that the children and young people who are in the care of the Isle of Wight Council have a full say in the development of services which affect them.

A principle focus of the CiCC will be the annual review of the content of the Pledges made to children and young people in care by the council and its partners and the related action plan.

2. MEMBERSHIP AND QUORACY

There should be at least seven young people in care/ care leavers aged 10 years and over for the Children in Care Council to be quorate.

- Young people will be supported at the CiCC by the children's participation and rights officer.
- Corporate parents and council officers will be invited to attend at the request of the children in care council in order to clarify information, present team/service updates or respond to specific enquiries. It is not envisaged that members or officers will routinely attend in order that the children in care council have an unfettered opportunity to raise issues and formulate challenge to the corporate parenting board or action groups. However, when invited it is expected that members and officers will prioritise attendance.
- All children in care and care leavers are entitled to become involved in the CiCC. Routinely young people should be told about, and offered to join, the CiCC in the following ways: reviews, social workers, contact, newsletters and any event.
- All 'decisions' reached in the CiCC meetings are recommendations to be ratified at the next Corporate Parenting Board. The aim of the CiCC should be to achieve a consensus on actions and decisions and where necessary reach this through negotiation and compromise

3. ROLES AND RESPONSIBILITIES

- Young people will be chair, vice chair and equal opportunities officer.
- Adults and young people will work together to develop the roles.
- The children's participation and rights officer is responsible for the involvement of children and young people in the CiCC.
- Young people who take part in the training and in the CiCC meetings will have the opportunity to have their work accredited.

There will be a chair, vice chair and equal opportunities officer elected to manage the CiCC meetings. Additional responsibilities can be agreed at any formal CiCC

meeting. All duties will come with sufficient training and guidance to help young people be effective in these roles.

4. FREQUENCY OF MEETINGS

The CiCC will be held 6 times a year on a bi-monthly basis.

5. FEEDBACK TO MEMBERS OF THE CHILDREN IN CARE COUNCIL

Young people who are members of the CiCC will meet bi-monthly in between each CiCC. This will be to maintain contact and act on any requests made to the group. It is also opportunity for members to access individual support if required.

Young people who are members of the CiCC will be given feedback about any action taken as a result of issues raised in the meetings. In addition a newsletter will be published by the participation team and training room staff, which will be distributed to all children in care aged 10 and over to ensure that all children in care are fully informed. The newsletter will be published at least 3 times a year and supplemented by regular fliers promoting opportunities for young people. The newsletter will be produced by children and young people who are members of the CiCC and officers from participation and the training room.

6. ADMINISTRATION / REPORTING ARRANGEMENTS

The agenda agreed by the CiCC will consider:

- feedback from 'Have Your Say Days';
- issues arising in the directorate for children and young people;
- actions and issues arising from the Corporate Parenting Board;
- feedback from the young people who are members of the CiCC.

The CiCC will be minuted by a specified administrative support worker. A summary of the minutes will be publicised on the website and in any Children in Care newsletters.

Decisions/ issues raised at the CiCC will be taken to the next Corporate Parenting Board and, where appropriate, the next cabinet or full council, the children and young people strategic partnership and other relevant management boards by elected members and officers.

Recommendations agreed at CiCC meetings will be ratified at the following Corporate Parenting Board. The CiCC will discuss which meetings should receive minutes and who is responsible for reporting them, implementing actions and ensuring feedback. The deputy director – children's safeguarding will report to the children and young people's strategic partnership.

Three young people will represent the CiCC at each meeting of the Corporate Parenting Board. These will be nominated at each preceding CiCC and include

(where possible) the chairperson. They will be support fully to allow them to contribute fully to the meeting.

7. TRAINING

Children and young people who are members of the CiCC will have the opportunity to take part in training to enable them to fully engage in the process. Where possible, members will gain accreditation for their contributions and training.

8. EXPENSES

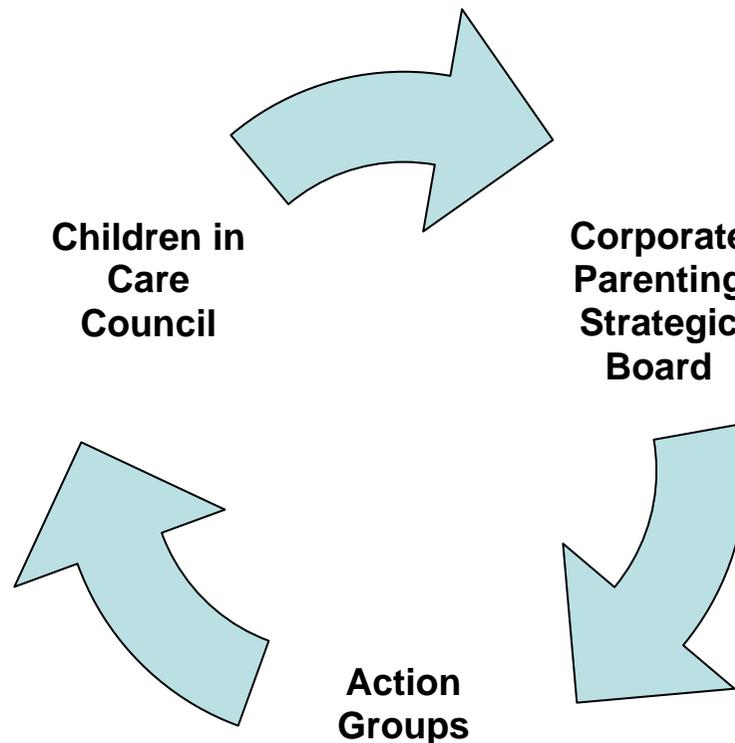
Children and young people who are council members will receive a payment of £10 per meeting of the CiCC plus travel expenses and child care costs where appropriate. They will also receive payment of £5.00 plus expenses for their involvement in any other meetings directly linked to the CiCC.

9. REVIEWING THE TERMS OF REFERENCE

The CiCC will review and revise its terms of reference annually.

Appendix 5 - Corporate Parenting Board Structure Flow Diagram

- Assesses the progress of the action groups' progress against the plan.
- Identifies issues.
- Raises concerns.
- Interrogates data and performance.
- Makes recommendations to the corporate parenting board.



- Ratifies recommendations from the children in care council.
- Incorporate issues and concerns into the action plan.
- Sets expectations for action groups to deliver against the plan and improve outcomes for looked after children.

- Delivers against the action plan and performance improvement.
- Reports to the Children in care Council.

Appendix 6

The Seven LILAC Standards

Source <http://www.lilacnv.org/the-standards.html>

The seven LILAC standards are based on the well-known 'Hear by Right' approach to participation but they have been developed to closely reflect the nature of the care system. They have been developed by care-experienced young people to reflect what is important to them.

Each standard is backed by a number of criteria to ensure a robust methodology that focuses on quality over processes. The standards and criteria cover three main areas of participation:

- The involvement of service users in the planning and evaluation of services
- The involvement of service users in tailoring individual packages of care
- The effectiveness of mechanisms to handle complaints

The seven LILAC standards are:

1 Shared values

The local authority adopts shared values that enable children and young people to be actively involved in services that directly affect them, including honesty about what can and cannot be changed and any limitations due to the organisation's responsibilities.

2 Style of leadership

Senior managers and elected members adopt a style of leadership that champions and promotes the involvement of children and young people at all levels of the local authority. They demonstrate the need to work in partnership with children and young people.

3 Structures

Structures are in place to ensure that children and young people are involved in the planning and evaluation of services and that these structures are flexible. They do not rely on the involvement of a small articulate group of children and young people, but take into account different abilities, experiences and skills.

4 Staff

Staff are expected to support and contribute to practice and policy on the active involvement of children and young people in services that affect them.

5 Recruitment and selection

Children and young people should be involved in the recruitment and selection of all staff and carers who will work with them or be responsible for them.

6 Care planning and review

Children and young people should feel involved in the decision making that affects their lives and all decisions about them should be fully explained. All decision making, planning and review processes should be easily understood.

7 Complaints and advocacy

Children and young people should know what to do if they are not happy with the way they are being treated and feel that their complaint will be listened to and treated seriously. Children and young people should have access to an advocate if they wish and the authority should promote the advocacy service. They should receive feedback on the process and outcome of their complaint and support in coming to terms with the decision.

Appendix 7



Equality Impact Assessment Form

Revised September 2010

(Equality target groups are those which cover the 9 protected characteristics under the Equality act 2010: age, disability, gender reassignment, marriage & civil partnership, pregnancy & maternity, race, religion/belief, sex (as in male or female) and sexual orientation)

When completing the equality impact assessment, please remove wording not applicable to what you are assessing e.g. service, policy, procedure, practice or project

Part 1 Aims & implementation of the decision

This section is the title of what is being assessed, responsible officers, purpose, where it fits within the council's wider aims and how it supports the legislation to eliminate unlawful discrimination and the promotion of equal opportunities. *(Please refer to the guidance for additional information)*

1.1 What is being assessed

Corporate parenting strategy – this strategy is fundamental to the council and our partners. The local authority (The Isle of Wight Council) is responsible for looking after those children and young people who cannot be cared for by their own parents. This responsibility is known as corporate parenting.

1.2 Officer(s) and section or service responsible for completing the assessment

Ali Matthews – deputy director children's safeguarding

Pete Holland – administrative officer children and young people directorate

Rosie Barnard – lead officer diversity & wellbeing

1.3 What is the main purpose or aims of the strategy

To align the council's strategic approach to strengthening the corporate parenting arrangements for children and young people on the Isle of Wight in partnership with the local authority and children and young people strategic partnership.

The corporate parenting strategy will enable those of us who work with children in care to act as their champions, supporting their development in a safe and supportive, nurturing and stable environment.

The strategy builds on a well established programme of communication and involvement with children in care.

To support the care matters agenda which sets out a vision to ensure that in future children in care would have the same opportunities as their peers – a good education, good health care and consistent support, advice and practical help to give them a strong foundation on which they can build happy and successful lives.

1.4 Who is affected by the strategy? Who is it intended to benefit and how?

All children and young people on the Isle of Wight will benefit from our commitment to work with children, young people, parents, schools and partner agencies to help families to stay together safely. Where this can't be achieved and children are placed into care this strategy commits to raising the outcomes of this vulnerable group by:-

- sharing responsibility for children's wellbeing with family members and carers, where possible,
- ensuring that all of its services maintain high standards and encourage, protect and support children in line with their needs and abilities,
- valuing and responding to the diverse and minority needs of children and their families by ensuring that services are allocated on the basis of need.
- consulting with and responding to the views of children and young people and encouraging their active involvement in service development,
- providing a full range of support services in conjunction with our partners,
- encouraging children and young people to play an active part in the local community, utilising its opportunities and activities,
- being ambitious for our children in care, sharing and celebrating their achievements,
- ensure the needs of our children in care are considered in all other relevant strategies.

The strategy will also ensure that staff and elected members refresh their understanding and commitment to the promises that have made to children in care.

1.5 Has the strategy been promoted or explained to those it might affect directly or indirectly?

The refresh of the corporate parenting strategy has been promoted through consultation at the Children In Care Council. The Children in Care Council has been actively involved in reviewing the council's pledge to children in care, which is incorporated in the strategy. Once endorsed by council, the strategy and its implications will be re-communicated to the Children in Care Council

The Corporate Parenting Board has provided the opportunity for its members (councillors, senior management, team managers, practitioners and foster carer

representative) to comment on the development of the strategy and its implications on their work.

1.6 How does the strategy contribute to better community cohesion?

By working together, cross agency to support families and preventing family breakdowns. Improving the outcomes for children In care, raising standards, attainment and providing support and stability to enable and celebrate achievement. The aim of the strategy is for children in care to feel cared about, not just cared for.

1.7 How does the report fit in with the council's wider aims?

An inspired island – keeping children and young people safe and raising standards and increase skills.

The every child matters agenda – improving the five outcomes of all children in care on the Island.

- ▶ Be healthy
- ▶ Stay safe
- ▶ Enjoy and achieve
- ▶ Make a positive contribution
- ▶ Achieve economic well-being

1.8 What is the relevance of the aims of the strategy to the equality target group and the council's duty to eliminate unlawful discrimination and promote equality of opportunity?

The strategy will provide an opportunity for services to improve the long term outcomes for children In care to ensure that they have a sense of belonging, are supported t thrive to achieve their potential whilst removing the potential barriers that disadvantage them by their life circumstances.

1.9 How is, or how will the strategy be put into practice and who is responsible for it?

The strategy is owned by the strategic director for children and young people's services in partnership with the cabinet member for childrens services and education, the local authority and the children and young people strategic partnership

It will be put into practice via the following processes:-

Stage 1 - review of the Strategy – report to full council – approval by council of the commitments to children in care

Stage 2 – Director, deputy director – safeguarding, cabinet member, and other key staff will be responsible for the promotion and implementation of the strategy. The children's participation and rights officer will facilitate the restructure of the Corporate Parenting Board.

Stage 3 – The Corporate Parenting Board will receive quarterly reports to monitor the

performance of key areas including children In care profile, attainment levels, stability of placement, social worker change and health assessments

Part 2 Consideration of data and research

To conduct the assessment, you will need information about service users and staff that provide the service. This section is to help you identify the sort of information that will be needed to help you assess whether there may be barriers to different equality groups who access your service, policy, procedure, practice or project. *(Please refer to the guidance for additional information)*

2.1 List all examples of quantitative and qualitative data or any consultation information available that will enable the impact assessment to be undertaken

Children In Care Council/Corporate Parenting Board minutes -strategy and pledge development

Established programme of consultation and involvement of children in care

Cabinet member holds regular meetings with children's participation and rights officer

Satisfaction levels of service provision with children in care – and parent involvement

Survey – listening to young people

View of Children in Care Council

'Have Your Say Days' – consultation and action events

Young people are involved in interviews of all key posts within the directorate for children and young people in service areas that have a direct impact on them.

2.2 Equalities profile of users and beneficiaries

The strategy will support all children in care

2.3 Evidence of complaints against the report on the grounds of discrimination

None identified

2.4 What does the consultation, research and/or data indicate about the negative impact on the report

None

2.5 What does the consultation, research and/or data indicate about the positive impact on the report

The strategy will provide the council and its partners a framework to support and drive forward improvements in outcomes for children in care.

Part 3 Assessment of impact

Now that you have looked at the purpose etc of the service, policy, procedure, practice or project (part 1) and looked at the research (part 2), this section asks you to assess the impact, positive and negative, of the service, policy, procedure, practice or project on each of the protected characteristics of the Equality Act 2010.

3.1 Complete this section with the following information – relating to all of the identified groups Equality Act 2010 (protected characteristics) (please refer to the guidance for additional information)

| Protected Characteristics | Negative | Neutral | Positive | Comments |
|------------------------------|----------|---------|----------|---|
| Age | | | | |
| Disability | | | X | 1. Ongoing consultation with children and young people and their families, is intended to continually improve our responsiveness and choice of service delivery 2. Contract with the national youth advocacy service (NYAS) to provide independent info/advice/advocacy support for children in care and care leavers includes provision of non-instructed advocacy for children with disabilities |
| Gender Reassignment | | | | |
| Marriage & Civil Partnership | | | X | As per disability - 1 |
| Pregnancy & Maternity | | | X | As per disability - 1 |
| Race | | | X | 4% of children in care have diverse ethnic needs, which is a higher proportion than in the IOW general population |
| Religion / Belief | | | | |
| Sex (male / female) | | | | |
| Sexual Orientation (LGB&T) | | | | |

Part 4 Measures to mitigate disproportionate or adverse impact or improve on neutral or positive impacts: *(Please refer to the guidance for additional information)*

4.1 If there is any negative impact on any target equality group identified in part 3, is the impact intended or legal?

N/a

4.2 Specify measures that can be taken to remove or minimize the disproportionate or adverse effect identified in part 3. If none were identified, identify how disproportionate or adverse effect could be avoided in the future.

N/a

4.3 If there is no evidence that the strategy promotes equality, equal opportunities or improves relations within equality target groups, what amendments can be made to achieve this?

N/a

4.4 If a neutral or positive impact has been identified, can that impact be improved upon (continuous improvement)?

Ongoing consultation with children and young people and their families, is intended to continually improve our responsiveness and choice of service delivery, which will be monitored through the Strategy progress reports.

4.5 How will the strategy be implemented?

Following approval by delegated decision the strategy will be promoted and monitored through the effectiveness of improvements to corporate parenting arrangements to enhance fair access to services

4.6 As 4.5 above please identify training requirements.

Promotion of strategy to staff, members and partner agencies.

Part 5 Conclusions & recommendations

This section ensures that what ever we are impact assessing, whether it be a service, policy, procedure, practice or project that ensure that we abide by the general and specific duties to promote race, disability and gender equality. *(Please refer to guidance for additional information)*

5.1 Does the report comply with equalities legislation?

Yes

5.2 What are the main areas requiring further attention?

On going consultation to ensure fair access to services to ensure that all children in care have the same or similar life chances to other children and young people living on the Isle of Wight.

Monitoring of data to ensure that the services provided meet the need of children in care and their families.

5.3 Summary of recommendations for improvement

To effectively fulfil our role in driving forward improvements in outcomes for children in care

5.4 What equality monitoring, evaluation, review systems have been set up to carry out regular checks?

Regular reports to the Corporate Parenting Board on a quarterly basis to monitor performance of key areas including children In care profile, attainment levels, stability, social worker change and health assessments.

5.5 When will the Strategy be amended or reviewed?

Annually

Part 6 Action / improvement plan

The table below should be completed using the information from the equality impact assessment to produce an action plan for the implementation of the proposals to:

1. Lower the negative impact, and/or
2. Ensure that the negative impact is legal under anti-discriminatory law, and/or
3. Provide an opportunity to promote equality, equal opportunity and improve relations within equality target groups, i.e. increase the positive impact

Please ensure that you update your service/business plan within the equality objectives/targets and actions identified below:

| Area of negative impact | Changes proposed | Lead officer | Timescale | Resource implications | Comments |
|------------------------------|---|--|---------------------------------------|---------------------------------|----------|
| Age | | | | | |
| Disability | | | | | |
| Gender Reassignment | | | | | |
| Marriage & Civil Partnership | | | | | |
| Pregnancy & Maternity | | | | | |
| Race | | | | | |
| Religion / Belief | | | | | |
| Sex (male or female) | | | | | |
| Sexual Orientation | | | | | |
| Geographical location | | | | | |
| All of the above | Promotion of the revised strategy across the council and partners | Director for community wellbeing and social care, cabinet member for children services | Following delegated decision approval | Within current budget provision | |

Part 6 continued – Equality Impact Assessment – Summary report

The results of equality impact assessments must be published. Please complete this summary, which will be used to publish the results of your impact assessment on the council's website. Please access the Work tab of the council's intranet and follow the instructions to upload your completed equality impact assessment on to the website.

Date of assessment of

Officer's name **Role**

Service, policy, procedure, practice or project that was impact assessed

Summary of findings

Summary of recommendations and key points of action plan

Groups that this policy will impact upon

| | | |
|---|-------------------------------------|--------------------------|
| Age | <input checked="" type="checkbox"/> | <input type="checkbox"/> |
| Disability | <input checked="" type="checkbox"/> | <input type="checkbox"/> |
| Gender Reassignment | <input type="checkbox"/> | <input type="checkbox"/> |
| Marriage & Civil Partnership | <input type="checkbox"/> | <input type="checkbox"/> |
| Pregnancy & Maternity | <input type="checkbox"/> | <input type="checkbox"/> |
| Race | <input checked="" type="checkbox"/> | <input type="checkbox"/> |

Religion / Belief

Sex (male/female)

**Sexual
Orientation**