

# Equality Impact Assessment (EQIA)

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## Deciding what needs to be assessed

In theory all policies, decisions, services, projects and programmes should be impact assessed. The most practical approach is to assess as the proposal is being developed or as processes, services and policies come up for review making the EQIA part of the development process. Do not be put off by the list below, it does not mean that long and detailed assessments are required every time you are engaged in one of the activities. However, it does mean that you should always consider the equalities implications of your proposals.

### Policy

- New policy development
- Substantial revision of an existing policy or process
- Any change which may have a disproportionate impact on a particular group

### Decision

- Key decision
- Decision for management board/cabinet
- Budget change decision

### Service

- New service
- Service review, including the decommissioning of services
- Any service change which may have a disproportionate impact on a particular group

### Projects and programmes

- All, at planning stage

Further information: [Equality Impact Assessments - a user's guide](#)

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## Section One

	Question	Response
1.1	Name of policy/decision/service/pr	Staying Put Policy

	<b>object/programme being assessed</b>	
<b>1.2</b>	<b>Summary of aims and objectives of the policy/decision/service/project/programme</b>	To agree the revised policy
<b>1.3</b>	<b>Who is affected by the policy/decision/service/project/programme? (e.g. employees/service users/supplier/contractor)</b>	Service users – children and young people who are in the care of Swindon Borough Council who are reaching/over 18 years of age
<b>1.4</b>	<b>What involvement and consultation has been done in relation to this proposal? (e.g. with relevant groups and stakeholders)</b>	Young People who are cared for by Swindon Borough Council have expressed a wish to have the option to remain with their long-term carers until they have reached an age and/or ability to move into independent living in line with young people who are brought up within their birth families. Long-term carers have also expressed wishes to continue to care for the child, especially when they have looked after the child for many years. These views are expressed regularly via the Looked After Review Process and to Supervising Social Workers.

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## Section Two

<b>Protected Characteristic Group</b>	<b>Is there a potential for positive or negative impact? Is the impact neutral?</b>	<b>Please explain and give examples of any evidence/data used</b>	<b>Action to address negative impact (e.g. adjustment to the proposal)</b>
<b>Disability</b>	Positive	Supports child to remain living with carers beyond 18 years and into adulthood	
<b>Gender Reassignment</b>	Neutral		
<b>Marriage or Civil Partnership</b>	Neutral		
<b>Pregnancy and Maternity</b>	Neutral		
<b>Race</b>	Neutral		
<b>Religion or Belief</b>	Neutral		

<b>Sexual Orientation</b>	Neutral		
<b>Sex (gender)</b>	Neutral		
<b>Age</b>	Positive	Supports child to remain living with carers beyond 18 years and into adulthood	
<b>Children in Care and Care Leavers</b>	Positive	Supports child to remain living with carers beyond 18 years and into adulthood	

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### Section Three

<b>3.1</b>	<b>Potential Barriers to success and mitigating Actions – summary</b>	Lack of financial support to foster carers to provide a home to children who have reached 18 years of age, however this is mitigated through the provision of the Government Staying Put Grant
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<b>3.2</b>	<b>How will success be measured?</b>	Through the numbers of Staying Put Arrangements that support a child to remain with their carers until they are ready to move into independent living
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<b>3.3</b>	<b>What are the arrangements for monitoring and reviewing the actual impact of the policy/funding activity/event?</b>	Monthly data and financial tracking of children post 18 years
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### Section Four

<b>For the Record</b>			
<b>Name of person leading this EQIA</b>	Kate Bohan	<b>Date Completed</b>	29.7.24

<b>Names and roles of people involved in the consideration of impact</b>			
<b>Name of Director signing EQIA</b>	Lisa Arthey	<b>Date Signed</b>	30.7.24