

Equality Impact Analysis

This equality impact analysis establishes the likely effects both positive and negative and potential unintended consequences that decisions, policies, projects and practices can have on people at risk of discrimination, harassment and victimisation. The analysis considers documentary evidence, data and information from stakeholder engagement/consultation to manage risk and to understand the actual or potential effect of activity, including both positive and adverse impacts, on those affected by the activity being considered.

To support completion of this analysis tool, please refer to the equality impact analysis guidance.

Section 1 – Analysis Details (Page 5 of the guidance document)

Name of Policy/Project/Decision	Bury Council Signing up to the Care Leaver Covenant
Lead Officer (SRO or Assistant Director/Director)	Jeanette Richards
Department/Team	Children’s Services
Proposed Implementation Date	4/12/24
Author of the EqIA	Robert Arrowsmith
Date of the EqIA	19/11/24

1.1 What is the main purpose of the proposed policy/project/decision and intended outcomes?
<p>Proposal for Bury Council to sign up to the Care Leaver Covenant (CLC).</p> <p>CLC work with more than 500 organisations to connect young people with care experience to exclusive opportunities. Their signatory network is continually developing with offers relating to employment, education, wellbeing, finances, and a young person’s home.</p> <p>Signing up to the Covenant serves three purposes: firstly, it reaffirms and further develops Bury’s commitment to supporting its care experienced young people. Secondly, it links Bury Council into a wider national network of councils, companies and strategic partners who are also signed up to the Covenant and committed to improving the support available to and the outcomes achieved by care experienced young people. Thirdly, it provides access to enhanced support for individual care experienced young people over and above that provided statutorily by the council.</p>

Section 2 – Impact Assessment (Pages 6 to 10 of the guidance document)

<p>2.1 Who could the proposed policy/project/decision likely have an impact on?</p>
<p>Employees: No – the CLC is clearly aimed at supporting a clearly defined group of Bury residents Community/Residents: Yes – through enhanced support for care experienced residents. Third parties such as suppliers, providers and voluntary organisations: No - the CLC is clearly aimed at supporting a clearly defined group of Bury residents</p> <p>If the answer to all three questions is ‘no’ there is no need to continue with this analysis.</p>
<p>2.2 Evidence to support the analysis. Include documentary evidence, data and stakeholder information/consultation</p>
<p>Documentary Evidence: About the CLC - Care Leaver Covenant The-independent-review-of-childrens-social-care-Final-report.pdf Children's social care stable homes built on love consultation Children's Social Care: Stable Homes, Built on Love consultation response</p>
<p>Data: Care leavers face ‘acute challenges’ in transition to adulthood - News and events, University of York The-lifelong-health-and-well-being-of-care-leavers.-Nuffield-Foundation-and-UCL-policy-briefing.-Oct-2021.pdf ‘Ready or not’: care leavers’ views of preparing to leave care - GOV.UK Children-of-care-leavers-research-report.pdf No-Place-Like-Home-Parliamentary-Briefing.pdf Care-Leaver-Outcomes-Policy-Brief.pdf</p>
<p>Stakeholder information/consultation: N/A</p>
<p>2.3 Consider the following questions in terms of who the policy/project/decision could potentially have an impact on. Detail these in the impact assessment table (2.4) and the potential impact this could have.</p>

- Could the proposal prevent the promotion of equality of opportunity or good relations between different equality groups?
- Could the proposal create barriers to accessing a service or obtaining employment because of a protected characteristic?
- Could the proposal affect the usage or experience of a service because of a protected characteristic?
- Could a protected characteristic be disproportionately advantaged or disadvantaged by the proposal?
- Could the proposal make it more or less likely that a protected characteristic will be at risk of harassment or victimisation?
- Could the proposal affect public attitudes towards a protected characteristic (e.g. by increasing or reducing their presence in the community)?
- Could the proposal prevent or limit a protected characteristic contributing to the democratic running of the council?

2.4 Characteristic	Potential Impacts	Evidence (from 2.2) to demonstrate this impact	Mitigations to reduce negative impact	Impact level with mitigations Positive, Neutral, Negative
Age				
Disability				
Gender Reassignment				
Marriage and Civil Partnership				
Pregnancy and Maternity				
Race				
Religion and Belief				
Sex				
Sexual Orientation				
Carers				
Looked After Children and Care Leavers	Additional support and opportunities available to Care Experienced Young people	All analysis of outcomes for care experienced young people listed above shows that on average their outcomes in adult life are worse than their age peers. Furthermore, all	N/A	Positive

		guidance stresses the need for the group to receive proactive support from public bodies and other agencies to compensate for the intrinsic challenges of being care experienced.		
Socio-economically vulnerable				
Veterans				

Actions required to mitigate/reduce/eliminate negative impacts or to complete the analysis

2.5 Characteristics	Action	Action Owner	Completion Date

Section 3 - Impact Risk

Establish the level of risk to people and organisations arising from identified impacts, with additional actions completed to mitigate/reduce/eliminate negative impacts.

3.1 Identifying risk level (Pages 10 - 12 of the guidance document)

	Likelihood
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Impact x Likelihood = Score		1	2	3	4	
		Unlikely	Possible	Likely	Very likely	
Impact	4	Very High	4	8	12	16
	3	High	3	6	9	12
	2	Medium	2	4	6	8
	1	Low	1	2	3	4
	0	Positive / No impact	0	0	0	0

Risk Level	No Risk = 0	Low Risk = 1 - 4	Medium Risk = 5 – 7	High Risk = 8 - 16
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3.2 Level of risk identified	0
3.3 Reasons for risk level calculation	The proposal is to provide further support for a vulnerable group of young people already recognised by Bury council as having a protected characteristic. The proposal reinforces the council’s commitment to supporting the journey of care experienced young people into adult life in the best way possible to overcome the challenges they face.

Section 4 - Analysis Decision (Page 11 of the guidance document)

4.1 Analysis Decision	X	Reasons for This Decision
There is no negative impact therefore the activity will proceed	X	The impact of the decision to sign up to the Care Leaver Covenant is on Care Experienced young people alone and it is positive.

There are low impacts or risks identified which can be mitigated or managed to reduce the risks and activity will proceed		
There are medium to high risks identified which cannot be mitigated following careful and thorough consideration. The activity will proceed with caution and this risk recorded on the risk register, ensuring continual review		

Section 5 – Sign Off and Revisions (Page 11 of the guidance document)

5.1 Sign Off	Name	Date	Comments
Lead Officer/SRO/Project Manager			
Responsible Asst. Director/Director			
EDI	Lee Cawley	19/11/24	QA Complete. Only positive impacts identified

EqIA Revision Log

5.2 Revision Date	Revision By	Revision Details