

<b>Impact Assessment of: CYPSC Service Improvement Plan 2008/09</b>
<b>Service/ Directorate: Children Young People's Social care</b>
<b>Date Completed: December 2008</b>
<b>Lead Officer: Saleem Tariq</b>

**Members of the assessment team:**

<b>Name</b>	<b>Organisation</b>	<b>Role on assessment team e.g. service user, manager of service</b>
Salim Tariq	CYPSC	Head of Service Improvement
Tony Griffin	CYPSC	Head of Service
Hassan Kayani	CYPSC	Project Leader
Equality Board	CYPSC	Stakeholder Group
Ross Cheetham	CYPSC	Service Delivery Manager

**Brief description of policy/ service:**

(take this from Section 1 – aims)

The service improvement plan 2008/09 aims to ensure that for the smaller number of children growing up in public care, that this is of good quality and provides improved outcomes for them in terms of their education, health and employment opportunities

**Brief account of how the impact assessment was carried out:**

We held a number of meetings to look at as to how the SIP will impact upon the children and young people from all equality strands and diverse backgrounds. All actions relating to equality, diversity and community cohesion have been compiled together in the service delivery section of the CYPSC equality plan. The SIP will direct future work in all areas and it is important that the impact of diversity has been considered at each stage. We looked at the policies, procedures and practices in terms of service improvement. We looked at the qualitative and quantitative data available. We also compared the practices with statistical neighbours. We identified

actions through using the LCC's template and added these to the mainstream service plans.

**Brief description of any adverse affects found:**

(take this from Section 4 – Adverse affects)

- The number of looked after children from BME including mixed parentage children/unaccompanied asylum seeking children and disabled children is high.
- The quality of core assessments for BME and disabled children needs to be improved.
- Lack of participation of children from diverse faiths and backgrounds in reviews and workforce development issues.
- Lack of stakeholder involvement of disabled children in short break reviews
- Lack of inter cultural and inter generational activities in children's homes
- Under reporting of hate incidents in CYPSC.
- Under representation of certain BME and faith communities in the workforce.

**Summary of Actions arising from Assessment**

<b>Actions</b>	<b>Responsibility</b>	<b>Timescale</b>
Deliver an effective and intensive Family Support Model through a number of projects such as MST, Signpost and CYPSC Family Support Strategy Review in order to reduce the number of looked after children including BME and mixed parentage children.	ST	Ongoing
Develop a training package including equality dimensions for staff undertaking initial and core assessments in order to improve the quality of assessments.	ES/MP	Mar 2009
Organise a European inter- cultural dialogue conference in Leeds through multi - agency forum and develop a good practice guide for residential services.	TG/HK/DP	Dec 2008

Review Hate Incident Guidance for all staff in CYPSC.	TG/ST	Mar 2009
Develop a Path traineeship Strategy to tackle under representation in the workforce.	Equality Board	Mar 2009
Consult with children and young people with disabilities and their parents/carers from diverse backgrounds about the review of short breaks as part of "Aiming High" programme.	MC/JK	Mar 2009

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