

## **CEREDIGION COUNTY COUNCIL**

**Report to:** Cabinet

**Date of meeting:** 7<sup>th</sup> December 2021

**Title:** Residential Provision for the Care and Support of Children and Young People in Ceredigion

**Purpose of the report:** To seek approval for the establishment of small group homes for children in Ceredigion

**For:** Decision

**Cabinet Portfolio and  
Cabinet Member:** Cllr Alun Williams  
Cabinet Member for Porth Cynnal

### **1. Background**

1.1 On 15<sup>th</sup> June 2021 Ceredigion Cabinet gave its approval to the development of the regional safe accommodation scheme specifically in the use of ICF funding for the purchase and establishment of a regional central safe accommodation hub for children with complex needs.

1.2 The paper of 15<sup>th</sup> June 2021 highlighted The Children's Commissioner's report 'No Wrong Door' which sets out a clear expectation that Local Authorities and Health Boards work together under the Regional Partnership Boards to develop a range of integrated support services for children with complex behavioural and emotional needs. This includes increasing the availability of safe residential facilities where care at home with their families or with foster carers has broken down or is not appropriate.

1.3 Welsh Government has made the development of safe residential accommodation for children a criteria for funding bids within ICF capital and revenue funding and the West Wales Care Partnership has already been successful in these bids. The Welsh Government also aims to increase public sector owned residential facilities for children and reduce profits made in the care of children.

1.4 In the recent discussions of the Safe Accommodation Working Group under the West Wales Care Partnership Board, the practical challenges in relation to establishing a central regional hub have become increasingly apparent and the focus has grown on the development of small local residential facilities working under a regional practice framework. The current revised regional plan is for small local residential facilities as step down or as preventative alternatives to high end or secure accommodation.

### **2. Current situation**

2.1 Ceredigion County Council along with many other local authorities in Wales has seen a significant increase in the number of families requiring support and in particular an increase in the number of children and young people requiring care.

2.2 Prior to the Pandemic, the number of Ceredigion looked after children and young people was 75 (March 2020), since that time the number has continued to rise and it has now reached 94 looked after children and young people (November 2021). The rise in the number of looked after children has steadily increased since 2019 when there were 64 looked after children (March 2019)

2.3 With this rise and the fact that there is a UK wide shortage of foster and residential placements, it has become increasingly difficult to find suitable and appropriate placements for our children. The number of Ceredigion children currently residing in out of county residential placements is 6 children. The number of children residing in out of county independent fostering placements is 9 children. The number of children residing outside of Wales in all placements is 7 children.

2.4 When out of county placements are sourced they are at significant distances from Ceredigion; the unfortunate reality is that children experience the distress of moving away from the Ceredigion area separated from their families, friends and communities and from the supporting professionals who know them best. This often means that those children remain out of Ceredigion for the duration of their childhood and it is often difficult for them to re-integrate back into their own communities.

2.5 Placements in the private residential sector are extremely costly with the aim of ensuring company profit margins; weekly charges for the placement alone can range between £5,000 and £10,000 and for more complex children or for secure accommodation the charge will exceed £10, 000 per week. Additional costs are often charged for educational provision or therapeutic provision and there are also travel and time costs for the local authority staff involved with the child.

2.6 The shortage of available and suitable placements has recently led to some very difficult and challenging circumstances in safeguarding and meeting the needs of Ceredigion children.

2.7 There are also currently very limited short break or respite opportunities for children within Ceredigion. This has been affected by the impact of Covid 19 and the required safety measures. However, the main barrier is a lack of respite opportunities due to foster carers reaching the limit of their maximum capacity.

2.8 In view of all the factors outlined above, there is a strong case for Ceredigion County Council to establish its own small local residential service provision to link with a regional scheme and to offer suitable safe care for local Ceredigion children within Ceredigion and young people with the appropriate facilities and skilled support staff.

2.9 It should be noted that The Social Services and Wellbeing Wales Act 2014 places a statutory duty on local authorities as corporate parents to ensure the availability of an appropriate range of placements for children who require alternative care arrangements.

2.10 In addition, residential care should not be viewed as a last resort as some children and young people are best suited for care and support from skilled staff to meet their needs within a small group home environment within their own communities.

### **3. Improving outcomes for Ceredigion children and young people**

3.1 The Ceredigion Through Age and Well-being Strategy 2021-2025 clearly outlines the need to strengthen our capacity to develop a range of preventative and specialist care and support services in Ceredigion in order to improve outcomes for children and their families.

3.2 Given the likely long term impact of Covid 19 on the social and economic aspects of the lives of individuals and their families and on Ceredigion communities, ensuring sufficient resources to support families will be crucial in order to safeguard and protect the most vulnerable and those at risk of harm in our society

3.4 The aim would be to establish a small group home and to recruit and train suitable local people to ensure continuity of good quality care for up to 2 or 3 children. This would reduce the risk of having no other alternative than for children to be placed in high cost residential placements at a distance from Ceredigion and keep Ceredigion children within the county maintaining their links to Welsh speaking communities and their own Welsh identity.

3.5 If achieved, a local residential option would enhance the opportunities available to support and care for children in Ceredigion whilst working with parents and extended family members to maintain positive contact between children and their families and return children to the care of their families or extended networks within Ceredigion when it is safe to do so.

3.6 The preferred model for the service would be to establish small group homes which would involve up to 2 or 3 children living together in ordinary surroundings and functioning in a similar way to children at home with the opportunity to go out to attend their school, live in the community, have neighbours and friends and maintain positive contact with family.

3.7 To this end suitable resources would be located in small residential areas in close proximity to schools and within reach of community amenities and be accessible County wide.

3.8 It is envisaged that over time if managed with efficiency and prudence the development of this option would result in financial savings for Ceredigion and would result in increased opportunities for local employment with staff supported to gain the necessary skills and experience and qualifications.

### **4. Proposal**

4.1 That approval be given to establish a small group home at a mid county location for the purpose of providing Ceredigion children with a safe haven within Ceredigion and to consider a strategy to develop further similar options north and south of the county.

4.2 That approval be granted for officers to submit funding bids to the regional safe accommodation ICF capital and revenue scheme.

4.3 That approval be granted for the use of the Council's corporate funds in order to establish and maintain the proposed provision.

4.4 That there will be further consultation through the planning process.

4.5 That Cabinet notes that pending the outcome of the above proposal, necessary alternative temporary care arrangements made on an emergency basis for any child will require officers to take action to comply with the regulatory and legislative requirements.

Further details of the proposal are contained in Appendix 1 which is an Exempt Paper.

**Has an Integrated Impact Assessment been completed? If, not, please state why** Yes, an Initial IAA has been completed

**Summary:**

**Long term:** The provision of a small group home will provide an opportunity for children who require residential care to remain in Ceredigion and is therefore a long term investment in their future.

**Wellbeing of Future Generations:** **Collaboration:** Working with multi-agency partners and families to meet the needs of children.

**Involvement:** Engagement and consultation with stakeholders will take place during the course of this proposal.

**Prevention:** Providing safe placements and care for children within Ceredigion.

**Integration:**

**Recommendation(s):**

1. That approval be given to establish a small group home at a mid county location for the purpose of providing Ceredigion children with a safe haven within Ceredigion and to consider a strategy to develop further similar options north and south of the county.
2. That approval be granted for officers to submit funding bids to the regional safe accommodation ICF capital and revenue scheme.
3. That approval be granted for the use of the Council's corporate funds in order to establish and maintain the proposed provision.

4. That there will be further consultation through the planning process.
5. That Cabinet notes that pending the outcome of the above proposal, necessary alternative temporary care arrangements made on an emergency basis for any child will require officers to take action to comply with the regulatory and legislative requirements.

**Reasons for decision:** In order to progress the provision of suitable care and support services for children and families in Ceredigion

**Overview and Scrutiny:**

**Policy Framework:** Social Services Wellbeing Act 2014

**Corporate Priorities:** Enabling Individual and Family Resilience  
Investing in People's Future

**Finance and Procurement implications:** Funding bids will be made under the Regional Safe Accommodation Scheme.  
Corporate funding will also be required

**Legal Implications:** Regulatory registration requirements will need to be met  
Planning processes

**Staffing implications:** Staff recruitment and training will be required

**Property / asset implications:** To be registered on the County's asset register

**Risk(s):** The risk of not being able to develop the scheme will result in a lack of local suitable placements for children.

**Statutory Powers:** Social Services Wellbeing Act 2014

**Background Papers:**

**Appendices:** Exempt Paper Appendix 1

**Corporate Officer: Lead** Sian Howys

**Reporting Officer:** Sian Howys

**Date:** 16<sup>th</sup> November 2021

# Cyngor Sir Ceredigion County Council - Integrated Impact Assessment (IIA)

An integrated tool to inform effective decision making



This **Integrated Impact Assessment tool** incorporates the principles of the Well-being of Future Generations (Wales) Act 2015 and the Sustainable Development Principles, the Equality Act 2010 and the Welsh Language Measure 2011 (Welsh Language Standards requirements) and Risk Management in order to inform effective decision making and ensuring compliance with respective legislation.

## 1. PROPOSAL DETAILS: (Policy/Change Objective/Budget saving)

Proposal Title	Residential Provision for the Care and Support of Children and Young People.
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Service Area	Porth Cynnal	Corporate Lead Officer	Sian Howys	Strategic Director	Caroline Lewis
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Name of Officer completing the IIA	Michael Smith	E-mail	Michael.Smith2@ceredigion.gov.uk	Phone no	01545 574101
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### Please give a brief description of the purpose of the proposal

The proposal is to establish a small group home for children in Ceredigion under the regional Safe Accommodation Scheme. The aim would be to establish a small group home and to recruit and train suitable local people to ensure continuity of good quality care for up to 2 or 3 children. This would reduce the risk of having no other alternative than for children to be placed in high cost residential placements at a distance from Ceredigion.

Funding bids will be made to the regional safe accommodation ICF capital and revenue scheme once the suitable property has been identified and agreed.

The Council's corporate funds will be used in order to establish and maintain the proposed provision.

There will be engagement with stakeholders along with public consultation as required via the planning process.

Who will be directly affected by this proposal? (e.g. The general public, specific sections of the public such as youth groups, carers, road users, people using country parks, people on benefits, staff members or those who fall under the protected characteristics groups as defined by the Equality Act and for whom the authority must have due regard).

Children and young people with complex care needs. Age is a Protected Characteristic under the Equality Act 2010.

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<b>VERSION CONTROL:</b> The IIA should be used at the earliest stages of decision making, and then honed and refined throughout the decision making process. It is important to keep a record of this process so that we can demonstrate how we have considered and built in sustainable development, Welsh language and equality considerations wherever possible.				
Author	Decision making stage	Version number	Date considered	Brief description of any amendments made following consideration
Michael Smith	Cabinet	Version 1  Note future versions will be updated following further development of the scheme.	7/12/21	<i>This will demonstrate how we have considered and built in sustainable development throughout the evolution of a proposal. Have you considered and applied the sustainable development principle and Well-being Goals?</i>
<b>COUNCIL STRATEGIC OBJECTIVES:</b> Which of the Council's Strategic Objectives does the proposal address and how?				
Boosting the Economy	The proposal will create a number of local jobs in order to deliver the Safe Accommodation Scheme. The proposal will help to maximise spend and use of resources on children with complex needs within the county.			
Investing in People's Future	The proposal to create a small group home in Ceredigion will provide career development and training and qualification opportunities in the wider social care workforce.			
Enabling Individual and Family Resilience	Children and young people will remain in Ceredigion, thus supporting the maintenance or building of social bonds with family members and friends and their communities.			
Promoting Environmental and Community Resilience	Children and young people will remain in Ceredigion thus supporting the maintenance or building of social bridges with the wider community.  Environmental resilience will be promoted via the implementation of the scheme which will take into account Ceredigion County Council's net zero carbon ambition and environmentally friendly procurement.			



**NOTE:** As you complete this tool you will be asked for **evidence to support your views**. These need to include your baseline position, measures and studies that have informed your thinking and the judgement you are making. It should allow you to identify whether any changes resulting from the implementation of the recommendation will have a positive or negative effect. Data sources include for example:

- *Quantitative data - data that provides numerical information, e.g. population figures, number of users/non-users*
- *Qualitative data – data that furnishes evidence of people’s perception/views of the service/policy, e.g. analysis of complaints, outcomes of focus groups, surveys*
- *Local population data from the census figures (such as Ceredigion Welsh language Profile and Ceredigion Demographic Equality data)*
- *National Household survey data*
- *Service User data*
- *Feedback from consultation and engagement campaigns*
- *Recommendations from Scrutiny*
- *Comparisons with similar policies in other authorities*
- *Academic publications, research reports, consultants’ reports, and reports on any consultation with e.g. trade unions or the voluntary and community sectors, ‘Is Wales Fairer’ document.*
- *Welsh Language skills data for Council staff*

**2. SUSTAINABLE DEVELOPMENT PRINCIPLES:** How has your proposal embedded and prioritised the five sustainable development principles, as outlined in the Well-being of Future Generations (Wales) Act 2015, in its development?

Sustainable Development Principle	Does the proposal demonstrate you have met this principle? If yes, describe how. If not, explain why.	What evidence do you have to support this view?	What action (s) can you take to mitigate any negative impacts or better contribute to the principle?
<b>Long Term</b> Balancing short term need with long term and planning for the future.	The provision of a small group home will provide an opportunity for children with complex needs who require residential care to remain in Ceredigion and is therefore a long term investment in their future.	If children need to move out of the County and into care placements further afield, this has a negative impact on their social bonds and bridges with family, friends and the wider community.	
<b>Collaboration</b> Working together with other partners to deliver.	Working with multi-agency partners and families to meet the needs of children.	The scheme comes under the work programme of the West Wales Care Partnership Board which includes the Local Authorities, Hywel Dda	



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		University Health Board and the 3 <sup>rd</sup> sector.	
<b>Involvement</b> Involving those with an interest and seeking their views.	Engagement and consultation with stakeholders will take place during the course of this proposal.	Involvement with partner agencies involved in the regional scheme.	
<b>Prevention</b> Putting resources into preventing problems occurring or getting worse.	Providing safe placements and care for children within County.	Children and young people's needs can be identified and met in a more timely way and kept closer to home and they will be able to receive support using local resources.	
<b>Integration</b> Positively impacting on people, economy, environment and culture and trying to benefit all three.	Integration with multi agency partners.  Increased partnership working and sharing resources to meet a range of children and young people's needs.	The aim is to provide holistic integrated support to protect and improve the lives of children and young people.	



**3. WELL-BEING GOALS:** Does your proposal deliver any of the seven National Well-being Goals for Wales as outlined on the Well-being of Future Generations (Wales) Act 2015? Please explain the impact (positive and negative) you expect, together with suggestions of how to mitigate negative impacts or better contribute to the goal. We need to ensure that the steps we take to meet one of the goals aren't detrimental to meeting another.

Well-being Goal	Does the proposal contribute to this goal? Describe the positive or negative impacts-	What evidence do you have to support this view?	What action (s) can you take to mitigate any negative impacts or better contribute to the goal?
<p><b>3.1. A prosperous Wales</b> Efficient use of resources, skilled, educated people, generates wealth, provides jobs.</p>	<p>Children are closer to home and will maintain connections with families, communities and school placements.</p> <p>The proposal to open a small group home in Ceredigion will provide career development and training opportunities in the wider social care workforce.</p> <p>The proposal will enable young people to become involved in education, training and employment in their local communities.</p> <p>The option for young people to have apprenticeships and employment support within the Local Authority should be maximised so that as Corporate Parents we provide opportunities to build independence.</p>		
<p><b>3.2. A resilient Wales</b> Maintain and enhance biodiversity and ecosystems that support resilience and can adapt to change (e.g. climate change).</p>	<p>The proposal to open a small group home will provide career development and training opportunities in the wider social care workforce. Also there is</p>		

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	<p>potential to develop people into qualified social workers.</p> <p>The proposal will enable young people to become involved in education, training and employment in their local communities.</p>		
<p><b>3.3. A healthier Wales</b> People's physical and mental wellbeing is maximised and health impacts are understood.</p>	<p>The proposal will contribute to the improved emotional well-being of young people by having access to local services and maintaining links to their family and community.</p>		
<p><b>3.4. A Wales of cohesive communities</b> Communities are attractive, viable, safe and well connected.</p>	<p>Rather than expensive out of county options, children will be closer to families, friends and communities thereby building and maintaining social bonds and bridges.</p>		
<p><b>3.5. A globally responsible Wales</b> Taking account of impact on global well-being when considering local social, economic and environmental well-being.</p>	<p>This proposal will keep children in Ceredigion and it will promote a child's right to a family while maintaining close links to families and communities.</p> <p>Ensuring children and care leavers have connectivity so that they can maintain their global networks via social media or other platforms.</p>		

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<p><b>3.6. A more equal Wales</b>                  People can fulfil their potential no matter what their background or circumstances.</p> <p><i>In this section you need to consider the impact on equality groups, the evidence and any action you are taking for improvement.</i>  <i>You need to consider how might the proposal impact on equality protected groups in accordance with the Equality Act 2010?</i>  <i>These include the protected characteristics of age, disability, gender reassignment, marriage or civil partnership, pregnancy or maternity, race, religion or beliefs, gender, sexual orientation.</i>  <b>Please also consider the following guide::</b>  <a href="#">Equality Human Rights - Assessing Impact &amp; Equality Duty</a></p>	<p>Describe why it will have a positive/negative or negligible impact.</p> <p><i>Using your evidence consider the impact for each of the protected groups. You will need to consider do these groups have equal access to the service, or do they need to receive the service in a different way from other people because of their protected characteristics. It is not acceptable to state simply that a proposal will universally benefit/disadvantage everyone. You should demonstrate that you have considered all the available evidence and address any gaps or disparities revealed.</i></p>	<p>What evidence do you have to support this view?</p> <p><i>Gathering Equality data and evidence is vital for an IIA. You should consider who uses or is likely to use the service. Failure to use <u>data</u> or <u>engage</u> where change is planned can leave decisions open to legal challenge. Please link to <b>involvement</b> box within this template. Please also consider the general guidance.</i></p>	<p>What action (s) can you take to mitigate any negative impacts or better contribute to positive impacts?</p> <p><i>These actions can include a range of positive actions which allows the organisation to treat individuals according to their needs, even when that might mean treating some more favourably than others, in order for them to have a good outcome. You may also have actions to identify any gaps in data or an action to engage with those who will/likely to be effected by the proposal. These actions need to link to Section 4 of this template.</i></p>																					
<p><b>Age</b>                  Do you think this proposal will have a positive or a negative impact on people because of their age? (Please tick ✓)</p> <table border="1" data-bbox="76 994 786 1428"> <tr> <td rowspan="2">Children and Young People up to 18</td> <td>Positive</td> <td>Negative</td> <td>None/ Negligible</td> </tr> <tr> <td>✓</td> <td></td> <td></td> </tr> <tr> <td rowspan="2">People 18-50</td> <td>Positive</td> <td>Negative</td> <td>None/ Negligible</td> </tr> <tr> <td></td> <td></td> <td>✓</td> </tr> <tr> <td rowspan="2">Older People 50+</td> <td>Positive</td> <td>Negative</td> <td>None/ Negligible</td> </tr> <tr> <td></td> <td></td> <td>✓</td> </tr> </table>	Children and Young People up to 18	Positive	Negative	None/ Negligible	✓			People 18-50	Positive	Negative	None/ Negligible			✓	Older People 50+	Positive	Negative	None/ Negligible			✓	<p>Children and young people are a crucial group under the protected characteristic of age.</p> <p>This proposal supports the United Nations Convention on the Rights of the Child.</p>	<p>15% of people in Ceredigion are under 16 years old, (2011 Census).</p>	<p>Making best efforts to represent the voice of the child in assessments and plans.</p>
Children and Young People up to 18		Positive	Negative	None/ Negligible																				
	✓																							
People 18-50	Positive	Negative	None/ Negligible																					
			✓																					
Older People 50+	Positive	Negative	None/ Negligible																					
			✓																					

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<b>Disability</b> Do you think this proposal will have a positive or a negative impact on people because of their disability? (Please tick ✓)				The Children's Residential Safe Accommodation Scheme will support children with complex needs that could include learning disabilities, physical disabilities and mental health conditions.	Children with complex needs are relatively more likely to have a learning disability, a physical disability or suffer from a mental health condition.	Making best efforts to represent the voice of the child in assessments and plans.  Assessments and plans will provide support for children with learning disabilities, physical disabilities or mental health conditions.  The design of the small group home will allow for accessibility.
Hearing Impairment	Positive	Negative	None/ Negligible			
	✓					
Physical Impairment	Positive	Negative	None/ Negligible			
	✓					
Visual Impairment	Positive	Negative	None/ Negligible			
	✓					
Learning Disability	Positive	Negative	None/ Negligible			
	✓					
Long Standing Illness	Positive	Negative	None/ Negligible			
	✓					
Mental Health	Positive	Negative	None/ Negligible			
	✓					
Other	Positive	Negative	None/ Negligible			
	✓					
<b>Transgender</b> Do you think this proposal will have a positive or a negative impact on transgender people? (Please tick ✓)				No negative impacts are envisaged.		
Transgender	Positive	Negative	None/ Negligible			
			✓			

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<b>Marriage or Civil Partnership</b> Do you think this proposal will have a positive or a negative impact on marriage or Civil partnership? (Please tick ✓)				No negative impacts are envisaged.		
Marriage	Positive	Negative	None/ Negligible			
			✓			
Civil partnership	Positive	Negative	None/ Negligible			
			✓			
<b>Pregnancy or Maternity</b> Do you think this proposal will have a positive or a negative impact on pregnancy or maternity? (Please tick ✓)				No negative impacts are envisaged.		
Pregnancy	Positive	Negative	None/ Negligible			
			✓			
Maternity	Positive	Negative	None/ Negligible			
			✓			
<b>Race</b> Do you think this proposal will have a positive or a negative impact on race? (Please tick ✓)				The Children's Residential Safe Accommodation Scheme will support children in terms of the Protected Characteristic of Race	3% of people living in Ceredigion are from a non-white background, (2011 Census).  4% of people in Ceredigion were born in an EU Country. This is greater than the Welsh national average of 3%. ONS, Population of the UK by country of birth and nationality (June 2018)	Making best efforts to represent the voice of the child in assessments and plans.
White	Positive	Negative	None/ Negligible			
			✓			
Mixed/Multiple Ethnic Groups	Positive	Negative	None/ Negligible			
			✓			
Asian / Asian British	Positive	Negative	None/ Negligible			

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			✓			
Black / African / Caribbean / Black British	Positive	Negative	None/ Negligible			
			✓			
Other Ethnic Groups	Positive	Negative	None/ Negligible			
			✓			

<b>Religion or non-beliefs</b> Do you think this proposal will have a positive or a negative impact on people with different religions, beliefs or non-beliefs? (Please tick ✓)				The Children's Residential Safe Accommodation Scheme will support children in terms of the Protected Characteristic of Religion or Non-belief.	In the 2011 Census, 58% of people in Ceredigion said that they were Christian, 2% other religions, 31% no religion and 9% preferred not to say.	Making best efforts to represent the voice of the child in assessments and plans.
Christian	Positive	Negative	None/ Negligible			
			✓			
Buddhist	Positive	Negative	None/ Negligible			
			✓			
Hindu	Positive	Negative	None/ Negligible			
			✓			
Humanist	Positive	Negative	None/ Negligible			
			✓			
Jewish	Positive	Negative	None/ Negligible			
			✓			
Muslim	Positive	Negative	None/ Negligible			
			✓			
Sikh	Positive	Negative	None/ Negligible			
			✓			
Non-belief	Positive	Negative	None/			

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			Negligible			
			✓			
Other	Positive	Negative	None/ Negligible			
			✓			
<b>Sex</b> Do you think this proposal will have a positive or a negative impact on men and/or women? (Please tick ✓)				The Children's Residential Safe Accommodation Scheme will support children in terms of the Protected Characteristic of Sex.	50% of people in Ceredigion are male and 50% are female, (2011 Census).	Making best efforts to represent the voice of the child in assessments and plans.
Men	Positive	Negative	None/ Negligible			
			✓			
Women	Positive	Negative	None/ Negligible			
			✓			
<b>Sexual Orientation</b> Do you think this proposal will have a positive or a negative impact on people with different sexual orientation? (Please tick ✓)				No negative impacts are envisaged.		
Bisexual	Positive	Negative	None/ Negligible			
			✓			
Gay Men	Positive	Negative	None/ Negligible			
			✓			
Gay Women / Lesbian	Positive	Negative	None/ Negligible			
			✓			
Heterosexual / Straight	Positive	Negative	None/ Negligible			
			✓			





**Having due regards in relation to the three aims of the Equality Duty - determine whether the proposal will assist or inhibit your ability to eliminate discrimination; advance equality and foster good relations.**

**3.6.2. How could/does the proposal help advance/promote equality of opportunity?**

*You should consider whether the proposal will help you to:* ● Remove or minimise disadvantage ● To meet the needs of people with certain characteristics ● Encourage increased participation of people with particular characteristics

The Children's Residential Safe Accommodation Scheme and its support and service delivery is designed to be accessible and to provide equality of opportunity. Children come under the Protected Characteristic of Age for the Equality Act 2010.

**3.6.3. How could/does the proposal/decision help to eliminate unlawful discrimination, harassment, or victimisation?**

*You should consider whether there is evidence to indicate that:* ● The proposal may result in less favourable treatment for people with certain characteristics ● The proposal may give rise to indirect discrimination ● The proposal is more likely to assist or impeded you in making reasonable adjustments

It is not anticipated that the scheme will have any negative impacts resulting in unlawful discrimination, harassment or victimisation. The programme addresses impacts across the Protected Characteristics including Age, (children).

**3.6.4. How could/does the proposal impact on advancing/promoting good relations and wider community cohesion?**

*You should consider whether the proposal with help you to:* ● Tackle prejudice ● Promote understanding

Community cohesion is about building social capital by facilitating positive social interactions and connectivity. The scheme will have a positive impact on promoting good relations by allowing children with complex needs to remain in Ceredigion, thereby maintaining and building their social bridges within the county.

**Having due regard of the Socio-Economic Duty of the Equality Act 2010.**

**Socio-Economic Disadvantage is living in less favourable social and economic circumstances than others in the same society.**

*As a listed public body, Ceredigion County Council is required to have due regard to the Socio-Economic Duty of the Equality Act 2010. Effectively this means carrying out a poverty impact assessment. The duty covers all people who suffer socio-economic disadvantage, including people with protected characteristics.*

**3.6.5 What evidence do you have about socio-economic disadvantage and inequalities of outcome in relation to the proposal?**

Describe why it will have a positive/negative or negligible impact.

The Children's Residential Safe Accommodation Scheme has the potential to build the resilience of individuals through the support of living in a small group home. This can potentially increase health and well-being and help to protect against socio-economic disadvantage.

What evidence do you have to support this view?

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Socio-Economic Disadvantage can lead to inequality of outcome.

What action(s) can you take to mitigate any negative impacts or better contribute to positive impacts?

It is anticipated that the Children's Residential Safe Accommodation Scheme will increase children's health and well-being and make them resilient to socio-economic disadvantage. We will monitor for positive and negative impacts as part of the delivery of the scheme.

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<b>3.7. A Wales of vibrant culture and thriving Welsh language</b> Culture, heritage and Welsh Language are promoted and protected. <i>In this section you need to consider the impact, the evidence and any action you are taking for improvement. This in order to ensure that the opportunities for people who choose to live their lives and access services through the medium of Welsh are not inferior to what is afforded to those choosing to do so in English, in accordance with the requirement of the Welsh Language Measure 2011.</i>				Describe why it will have a positive/negative or negligible impact.	What evidence do you have to support this view?	What action (s) can you take to mitigate any negative impacts or better contribute to positive impacts?
Will the proposal be delivered bilingually (Welsh & English)?	Positive	Negative	None/ Negligible	The Children's Residential Safe Accommodation Scheme will be structured and delivered bi-lingually.	All signage, plans, supporting documents and officer support will be delivered bi-lingually.	The delivery of the scheme bi-lingually will contribute to a positive impact on the Welsh Language.
	✓					
Will the proposal have an effect on opportunities for persons to use the Welsh language?	Positive	Negative	None/ Negligible	Children will be able to use Welsh whilst accessing and receiving services via the scheme.	Children will be able to use Welsh whilst living in the small group home.	The opportunities for children to fully use the Welsh Language will contribute to a positive impact on the Welsh Language.
	✓					
Will the proposal increase or reduce the opportunity for persons to access services through the medium of Welsh?	Positive	Negative	None/ Negligible	Children will be able to fully access services through the medium of Welsh.	Living in the small group home will be fully accessible through the medium of Welsh.	The fully bilingual scheme will have a positive impact on children being able to access services through the medium of Welsh.
	✓					

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	Positive	Negative	None/ Negligible			
How will the proposal treat the Welsh language no less favourably than the English language?	✓			The Children's Residential Safe Accommodation Scheme will be bi-lingual.	All information and service delivery will be available bi-lingually.	The scheme will have an overall positive impact on treating the Welsh and English Languages equally.
Will it preserve promote and enhance local culture and heritage?	Positive ✓	Negative	None/ Negligible	Cultural activities will be part of the Children's Residential Safe Accommodation Scheme.	Cultural activities will be available as part of the scheme.	The scheme will have an overall positive impact on local culture and heritage.



**4. STRENGTHENING THE PROPOSAL:** If the proposal is likely to have a negative impact on any of the above (including any of the protected characteristics), what practical changes/actions could help reduce or remove any negative impacts as identified in sections 2 and 3?

**4.1 Actions.**

What are you going to do?	When are you going to do it?	Who is responsible?	Progress

**4.2. If no action is to be taken to remove or mitigate negative impacts please justify why.**  
*(Please remember that if you have identified unlawful discrimination, immediate and potential, as a result of this proposal, the proposal must be changed or revised).*

**4.3. Monitoring, evaluating and reviewing.**

*How will you monitor the impact and effectiveness of the proposal?*

Via staff and public consultations.

Via service monitoring and making best efforts to represent the voice of the child in assessments and plans.

**5. RISK:** What is the risk associated with this proposal?

Impact Criteria	1 - Very low	2 - Low	3 - Medium	4 - High	5 - Very High
Likelihood Criteria	1 - Unlikely to occur	2 - Lower than average chance of occurrence	3 - Even chance of occurrence	4 - Higher than average chance of occurrence	5 - Expected to occur

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Risk Description	Impact (severity)	Probability (deliverability)	Risk Score
Effective consultation and engagement with stakeholders.	2	3	
If the scheme does not progress there will be the risk of not being able to meet the care and support needs of children and families	3	2	
Does your proposal have a potential impact on another Service area?			
No			

<b>6. SIGN OFF</b>			
Position	Name	Signature	Date
Service Manager			
Corporate Lead Officer	Sian Howys		
Strategic Director	Caroline Lewis		
Portfolio Holder	Cllr. Alun Williams		