

Equality Impact Assessment Scoping

1. Proposal details

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| Proposal Title South Ayrshire's Parenting Promise 2021-2030 | Lead Officer Corporate Parenting Lead Officer |
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2. Which communities, groups of people, employees or thematic groups do you think will be, or potentially could be, impacted upon by the implementation of this proposal? Please indicate whether these would be positive or negative impacts.


| Community, Groups of People or Themes | Negative Impacts | Positive impacts |
|---|------------------|------------------|
| The whole community of South Ayrshire | | X |
| People from different racial groups, ethnic or national origin. | | X |
| Women and/or men (boys and girls) | | X |
| People with disabilities | | X |
| People from particular age groups for example Older people, children and young people | | X |
| Lesbian, gay, bisexual and heterosexual people | | X |
| People who are proposing to undergo, are undergoing or have undergone a process to change sex | | X |
| Pregnant women and new mothers | | X |
| People who are married or in a civil partnership | | X |
| People who share a particular religion or belief | | X |
| Thematic Groups: Health, Human Rights, Rurality and Deprivation. | | X |

3. Do you have evidence or reason to believe that the proposal will support the HSCP to:

| General Duty and other Equality Themes | Level of Negative and/or Positive Impact (high, medium or low) |
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| Eliminate discrimination and harassment faced by particular communities or groups | High |
| Promote equality of opportunity between particular communities or groups | High |
| Foster good relations between particular | High |

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| communities or groups | |
| Promote positive attitudes towards different communities or groups | High |
| Increase participation of particular communities or groups in public life | High |
| Improve the health and wellbeing of particular communities or groups | High |
| Promote the human rights of particular communities or groups | High |
| Tackle deprivation faced by particular communities or groups | High |

4. Summary Assessment

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| Is a full Equality Impact Assessment required? (A full EIA must be carried out on all high and medium impact proposals) | YES <input checked="" type="checkbox"/> | NO <input type="checkbox"/> |
| Rationale for decision: South Ayrshire's Parenting Promise will have high positive impacts on people with care experience, their family and carers so a full Equality Impact Assessment is required. | | |
| Signed:  | | |
| Director of Health and Social Care Partnership | | |
| Date: 30/11/2021 | Copy to equalities@south-ayrshire.gov.uk | |

Equality Impact Assessment including Fairer Scotland Duty

Section One: Proposal Details

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| Name of Proposal | South Ayrshire's Parenting Promise 2021-2030 |
| Lead Officer (Name/Position) | Corporate Parenting Lead Officer Planning and Performance Coordinator |
| Proposal Development Team (Names/Positions) | Corporate Parenting Lead Officer Planning and Performance Coordinator Corporate Parenting Writing Group |
| Critical friend (s) | Learning Officer |

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| What are the main aims of the proposal? | On 1 April 2015 Part 9 of the Children and Young People (Scotland) Act 2014 came into force. This made corporate parenting a legal duty for identified public bodies who are required to work together to promote the wellbeing of looked after children and care leavers in their care and enable them to achieve the best outcomes. South Ayrshire's Parenting Promise aims to go further than fulfilling our duties as corporate parents as it aims to provide a long-term vision aligned to delivering The Promise in South Ayrshire. The Parenting Promise sets out objectives and an action plan detailing how our objectives will be achieved. |
| What are the intended outcomes of the proposal? | South Ayrshire's Parenting Promise will focus on the five priority areas set out in The Promise's Plan 21-24: <ul style="list-style-type: none"> • A good childhood • Whole family support • Supporting the workforce • Building capacity • Planning <p>It is hoped that the actions set against each priority area will improve outcomes for people with care experience, their families and carers.</p> |

Section Two: What are the Likely Impacts of the Proposal?

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| <p>Will the proposal impact upon the whole population of South Ayrshire or particular groups within the population (please specify</p> | <p>The implementation of the South Ayrshire’s Parenting Promise will impact on people with care experience, their family and carers primarily. There will also be positive impacts for the whole population of South Ayrshire particularly around ensuring our communications are inclusive, promoting children’s rights and developing a trauma-informed and nurture approach to our services.</p> |
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Considering the following Protected Characteristics and themes, what likely impacts or issues does the proposal have for the group or community? (List any likely positive and/or negative impacts)

| Protected Characteristics | Positive and/or Negative Impacts |
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| <p>Race: Issues relating to people of any racial group, ethnic or national origin, including gypsy travellers and migrant workers</p> | <p>Positive impacts will be felt by care experienced young people of any racial group as corporate parents are required to promote the wellbeing of care experienced children and young people and enable them to achieve the best outcomes. Specific needs of a care experienced young person from a racial group will be taken account of by corporate parents. For people who require the plan to be translated or produced in alternative formats, this service will be available.</p> <p>Corporate parents will ensure that ongoing community engagement is as representative as possible barring the current Covid restrictions. Corporate parents will also ensure we consult with national and expert groups for them to offer their thoughts when required.</p> |
| <p>Sex: Issues specific to women or men</p> | <p>Positive impacts will be felt by care experienced young people of any sex as corporate parents are required to promote the wellbeing of care experienced children and young people and enable them to achieve the best outcomes. Actions within South Ayrshire’s Parenting Promise will also consider issues specific sex. For example, trauma-informed approaches will consider issues faced predominantly by women and girls such as domestic abuse and sexual exploitation.</p> |

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| <p>Disability: Issues relating to disabled people</p> | <p>Positive impacts will be felt by care experienced young people who have a disability as corporate parents are required to promote the wellbeing of care experienced children young people and enable them to achieve the best outcomes.</p> <p>On 31st July 2020, there were 300 'looked after children' in South Ayrshire. The information also told us that 51 'looked after children' have a disability. Specific needs of a care experienced young person with a disability will be taken account of by corporate parents.</p> |
| <p>Age: Issues relating to a particular age group e.g. older people or children and young people</p> | <p>Positive impacts will be felt by care experienced children and young people as corporate parents are required to promote the wellbeing of care experienced children and young people and enable them to achieve the best outcomes up until the age of 26.</p> |
| <p>Religion or Belief: issues relating to a person's religion or belief (including non-belief)</p> | <p>Positive impacts will be felt by care experienced young people of any religion or belief as corporate parents are required to promote the wellbeing of care experienced children and young people and enable them to achieve the best outcomes. Specific needs of a care experienced young person, family members or carers with an issue relating to religion or belief will be taken account of by corporate parents. Corporate parents will also engage with national and expert groups when required.</p> |
| <p>Sexual Orientation: Issues relating to a person's sexual orientation i.e., lesbian, gay, bi-sexual, heterosexual</p> | <p>South Ayrshire's Parenting Promise ensures that supports for care experienced young people are inclusive and will have positive impacts for people of all sexual orientations.</p> |
| <p>Marriage and Civil Partnership: Issues relating to people who are married or are in a civil partnership.</p> | <p>Employers will not discriminate against anyone on the basis of their marriage and civil partnership status.</p> |
| <p>Gender Reassignment: Issues relating to people who have proposed, started or completed a process to change his or her sex.</p> | <p>South Ayrshire's Parenting Promise is inclusive and will that there are positive impacts relating to people who have proposed, started or completed a process to change his or her sex. The Parenting Promise highlights the importance of support and this will be available to people of all protected characteristics. Corporate parents will consult with national and expert groups</p> |

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| | when required. |
| Pregnancy and Maternity: Issues relating to the condition of being pregnant or expecting a baby and the period after the birth. | South Ayrshire's Parenting Promise will have positive impacts on pregnant women and in the period after the birth by improving and focusing on the services provided and through intensive family support services and early intervention through Health Visiting and the Family Nurse Partnership. |
| Multiple / Cross Cutting Equality Issues Issues relating to multiple protected characteristics. | There will be positive impacts on care experienced children and young people who have several of the protected characteristics. South Ayrshire's Parenting Promise highlights the duties of corporate parents and identifies outcomes for care experienced young people. To deliver the outcomes, actions will have to take cognisance of the multiple equality issues that care experienced young people may have. |
| Equality and Diversity Themes Particularly Relevant to the Health and Social Care Partnership | |
| Health Issues and impacts affecting people's health | Positive impacts will be felt by care experienced young people as corporate parents are required to promote the wellbeing of care experienced children young people and enable them to achieve the best outcomes. NHS Ayrshire and Arran's Corporate Parenting Plan will align closely with South Ayrshire's Parenting Promise. |
| Human Rights: Issues and impacts affecting people's human rights such as being treated with dignity and respect, the right to education, the right to respect for private and family life, and the right to free elections. | A strategic objective of South Ayrshire's Parenting Promise is focused on Children's Rights: <i>Decisions made across South Ayrshire are underpinned by Children's rights and there will be well communicated and understood guidance in place that upholds children's rights and reflects equal protection legislation.</i> Actions have been developed for corporate parents to achieve this objective. |
| Socio-Economic Disadvantage | |
| Low Income/Income Poverty: Issues: cannot afford to maintain regular payments such as bills, food and clothing. | A strategic objective of South Ayrshire's Parenting Promise is focused on Children's Rights: <i>There must be significant, ongoing and persistent commitment to ending poverty and mitigating its impacts for South Ayrshires children, families and communities.</i> Actions have been developed for corporate parents to achieve this objective. |

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| | The Parenting Promise aims to strengthen the relationship between South Ayrshire's child poverty activity and our Children's Health Care and Justice Services |
| Low and/or no wealth: Issues: enough money to meet basic living costs and pay bills but have no savings to deal with any unexpected spends and no provision for the future | In addition to the above, financial inclusion and budgeting support is a key part of the support provided to families by local services. |
| Material Deprivation: Issues: being unable to access basic goods and services i.e. financial products like life insurance, repair/replace broken electrical goods, warm home, leisure/hobbies | In addition to the above, the Parenting Promise aims to explore free community-based Wi-Fi for Ayr North and Glendoune. |
| Area Deprivation Issues: where you live (rural areas), where you work (accessibility of transport) | With the implementation of the Parenting Promise, consideration needs to be given to how accessible services are for families in rural areas. Work will also be done to ensure that care experienced young people from deprived areas will be able to access participation and group work activities. The Parenting Promise aims to secure free travel for care leavers and those with care experience. |
| Deprivation Issues relating to poverty and social exclusion, and the disadvantage that results from it. | South Ayrshire's Parenting Promise recognises the social exclusion and stigma that care experienced young people can face and will look at ways of being inclusive and raising awareness of the issues young people may face. |

Section Three: Evidence Used in Developing the Proposal

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| <p>Involvement and Consultation In assessing the impact(s) set out above what evidence has been collected from involvement, engagement or consultation? Who did you involve, when and how?</p> | <p>A number of methods were used to engage with stakeholders to inform the development of the new Strategy. Formal consultation activity on South Ayrshire’s Parenting Promise took place from Tuesday 3 August to Wednesday 29 September 2021.</p> <p>The draft version of South Ayrshire’s Parenting Promise was made available on the South Ayrshire Health and Social Care Partnership website alongside draft versions of the summary and Easy Read documents.</p> <p>A survey was launched on the Survey Monkey platform to gather feedback on the draft documents and was shared with the public, corporate parents and other partners.</p> <p>The survey was promoted online through both the Council and HSCP platforms as well as the Champions Board social media accounts.</p> <p>This survey was available from Tuesday 2 August to Tuesday 31 August.</p> <p>Two virtual workshops were also held by Voluntary Action South Ayrshire (VASA) aimed at third sector, private sector and community partners, these were held via Microsoft Teams in August and September.</p> <p>The feedback has been used to inform the final version of the Plan. A report has been produced detailing the consultation and engagement work.</p> |
| <p>Data and Research In assessing the impact set out above what evidence has been collected from research or other data. Please specify <i>what</i> research was carried out or data collected, <i>when</i> and <i>how</i> this was done.</p> | <p>Research into strategic considerations and the national and local policy context has been carried out.</p> |

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| <p>Partners data and research In assessing the impact set out above what evidence has been provided by partners. Please specify partners</p> | <p>Data was provided by services across South Ayrshire such as social work, employability, education and housing. A Corporate Parenting Performance Framework is being developed to ensure performance is being monitored.</p> <p>Work is also taking place with The Promise Data Collaborative, with South Ayrshire as a pilot site, to improve how we collect and use data and to ensure we are collecting what matters to children and families as directed by The Promise.</p> |
| <p>Gaps and Uncertainties Have you identified any gaps or uncertainties in your understanding of the issues or impacts that need to be explored further?</p> | <p>The gaps and uncertainties should be addressed by our ongoing participation in The Promise Data Collaborative.</p> |

Section Four: Detailed Action Plan to address identified gaps in:

- a) evidence and
- b) to mitigate negative impacts

| No | Action | Lead Officer(s) | Timescale |
|----|--------|-----------------|-----------|
| 1 | N/A | | |

Note: Please add more rows as required.

Section Five - Performance monitoring and reporting

Considering the proposal as a whole, including its equality and diversity implications:

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| <p>When is the proposal intended to come into effect?</p> | <p>The final Parenting Promise will come into effect in December 2021, following its approval by the Community Planning Partnership at its meeting on 03/12/2021.</p> |
| <p>When will the proposal be reviewed?</p> | <p>The Parenting Promise will be reviewed at its mid-point.</p> |
| <p>Which Scrutiny Panel will have oversight of the proposal?</p> | <p>Progress reports on South Ayrshire's Parenting Promise will be provided to the Community Planning Partnership, South Ayrshire Council's Leadership Panel and the Performance and Audit Committee of</p> |

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| | South Ayrshire Health and Social Care Partnership. |
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Section 6: South Ayrshire Health and Social Care Partnership


Summary Equality Impact Assessment Implications & Mitigating Actions

Name of Proposal: South Ayrshire’s Parenting Promise

This proposal will assist or inhibit the Partnership’s ability to eliminate discrimination; advance equality of opportunity; and foster good relations as follows:

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| <p>Eliminate discrimination</p> <p>Corporate parents through South Ayrshire’s Parenting Promise will assist in the elimination of discrimination as it applies equally to people across all protected characteristics. There may be instances where this will result in favourable treatment of our care experienced young people to ensure that they are able to achieve their outcomes.</p> |
| <p>Advance equality of opportunity</p> <p>South Ayrshire’s parenting Promise will help local corporate parents to remove disadvantage and encourage increased participation of particular groups.</p> |
| <p>Foster good relations</p> <p>South Ayrshire’s Parenting Promise will tackle prejudice and promote understanding by raising awareness of the issues faced by care experienced young people.</p> |

| Summary of Action Plan to Mitigate Negative Impacts | |
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| Actions | Timescale |
| None | |

Signed: 

Director of Health and Social Care

Date: 30.11.2021