

## Equality Impact Assessment Screening Tool

Equality Impact Assessments help the Council to comply with its public sector duty under the Equality Act 2010 to have due regard to equality implications. EIAs also help services to be customer focussed, leading to improved service delivery and customer satisfaction.

The Council understands that whilst its equalities duty applies to all services, it is going to be more relevant to some decisions than others. We need to ensure that the detail of Equality Impact Assessments (EIAs) are proportionate to the impact of decisions on the equality duty, and that in some cases a full EIA is not necessary.

This tool assists services in determining whether plans and decisions will require a full EIA. It should be used on all new policies, projects, functions, staff restructuring, major development or planning applications, or when revising them.

Full guidance on the Council's duties and EIAs and the full EIA template is available at [Equality Impact Assessments](#).

<b>Proposal/Project/Policy Title</b>	Rent Guarantor Scheme Pilot for Care Leavers
<b>Service Area</b>	Children's Care and Support
<b>Officer completing the EIA Screening Tool</b>	Lydia Freeman, Commissioning Manager
<b>Head of Service</b>	Heather Storey, Head of Commissioning for Children's Care and Support
<b>Date</b>	07/06/2022
<b>Brief Summary of the Proposal/Project/Policy</b> Include main aims, proposed outcomes, recommendations/decisions sought.	<p>As Corporate Parents, the Council believes in the ethos of asking itself, "What would we do if this was our child" and endeavours to ensure that all children in its care are treated the same as it would treat its own children. Any parent who has the financial means to support their child when they initially leave home would do so, and, as Corporate Parents, the Council should be no different.</p> <p>The Council is looking to pilot a scheme to assist its care leavers in finding suitable, long-term Private Rented accommodation by offering a Rent Guarantor Scheme to young people over school leaving age who decide to be fully independent and work full-time paying their own rent.</p> <p>The pilot is due to start on the 1<sup>st</sup> August 2022 and finish on the 31<sup>st</sup> of July 2023. The scheme will be ringfenced for 10</p>

	<p>eligible care leavers who have been deemed by their leaving care advisor ready to live independently.</p> <p>The pilot will test out:</p> <ul style="list-style-type: none"> <li>• Financial implications by testing the numbers of young people who default on rental payments;</li> <li>• Whether it opens more choice of private rental accommodation, in terms of both quality and location;</li> <li>• Review of young people in semi-independent accommodation, as to whether any can be moved into rental properties by using the enhanced offer of LBBB acting as a guarantor;</li> <li>• Whether the Guarantor offer directly impacts upon better outcomes for our Care Leavers in securing long term quality housing options.</li> </ul>	
<b>Protected characteristic</b>	<b>Impact</b>	<b>Description</b>
<b>Age</b>	Positive impact (L)	<p>The service will support our most vulnerable young people to give them the 'Best Start in Life'. The pilot is small scale however will provide the young people with the chance and the trust to live independently and take responsibility for their own livelihoods. Nationally 25% of care experienced young people present as homeless before the age of 18, by offering this pilot we are investing and trusting our young people. The potential savings achieved through this scheme, will free up financial capacity to support children and young people.</p> <p>The service will have no impact cohorts aged over 25.</p>
<b>Disability</b>	Low negative impact (L)	<p>The pilot is reserved for those without prior history of issues managing emotional/ psychological wellbeing and for those who are able to support themselves independently. This may result in our more complex cases not benefitting from the scheme.</p> <p>The negative impact this will have on young people with disability or mental health issues will be limited to not actively benefiting from the scheme. Extra care from the placements, life planning and housing will be present to help coordinate a specialised response that meets the bespoke needs of the</p>

		<p>young person when finding move-on accommodation in a personalised way. The financial savings that will be achieved from this scheme will free up budget to provide more bespoke and higher cost provision to better meet complex needs for our young people in care.</p>
<b>Gender re-assignment</b>	Not applicable (N/A)	<p>The pilot will accept those who are eligible based on the criteria outlined within the cabinet report. In the event someone who is protected due to gender reassignment, the risk this poses to vulnerability of homelessness will be considered in terms of priority need.</p>
<b>Marriage and civil partnership</b>	Not applicable (N/A)	<p>The pilot will seek to support those who exhibit signs of managing finances and living well independently, irrespective of their marital status. The scheme is reserved for Care Leavers only and is not intended to support partners through this.</p>
<b>Pregnancy and maternity</b>	Low negative impact (L)	<p>The pilot will accept eligible candidates based on the criteria outlined within the cabinet report. Given the specific needs of a young person who is pregnant or a young mother, this scheme may not be the most suitable support the Council can provide at this time. Currently, we will seek to provide appropriate move-on accommodation through the use of our contracted family assessment units, mother and baby placements, and support from our existing provisions.</p> <p>If the scheme is successful more work will be done to understand the nuanced support that can be provided to pregnant Care Leavers and Care Leavers with children as part of the guarantor scheme.</p>
<b>Race</b>	Not applicable (N/A)	<p>The pilot will accept those who are eligible based on the criteria outlined within the cabinet report. The specific risk of deprivation and homelessness that correlates with race will be</p>

		<p>considered in prioritising the need for this scheme.</p> <p>Currently there is a disproportionate number of white children in our care in Barking and Dagenham, 51% children in care are white compared to 36% of the local under 18 population.</p>
<b>Religion</b>	Not applicable (N/A)	<p>The pilot will accept those who are eligible based on the criteria outlined within the cabinet report. The specific risk of deprivation and homelessness will be considered in prioritising need for this scheme. The scheme will not disproportionately impact people due to their religious beliefs.</p>
<b>Sex</b>	Low negative impact (L)	<p>25% of care experienced young people present as homeless before the age of 18. Currently our looked after children are 45% female and 55% male. According to Shelter 60% of the homeless population living in temporary accommodation, this is a disproportionate amount compared to the population.</p> <p>The pilot will accept those who are eligible based on the criteria outlined within the cabinet report. The specific risk of deprivation and homelessness correlates with gender this will be considered in prioritising need for this scheme.</p>
<b>Sexual orientation</b>	Positive impact (L)	<p>The pilot will accept eligible candidates based on the criteria outlined within the cabinet report. The specific risk of deprivation and homelessness that correlates with sexual orientation will be considered in prioritising need for this scheme. It will be important to prioritise this cohort when considering eligibility as LGBTQ+ young people are disproportionately represented in the young homeless population. As many as 24% of young homeless people are LGBTQ+. To ensure our LGBTQ+ Care Leavers are supported to build positive peer relations we will ensure that we link with Flipside, a youth club for young people aged 11 to 19 (up to</p>

		25 for people with SEN) who identify as LGBTQ+.
<b>Socio-Economic Disadvantage<sup>1</sup></b>	Positive impact (L)	<p>Children in areas of deprivation are more likely to be in receipt of Children’s Social Care at roughly 1 in 60 in the most deprived areas compared to 1 in every 660 in the least deprived areas. As of the end of the FY21/22 the rate of entry into care for Barking and Dagenham was 1 in 64.6. The high rate of children in care in Barking and Dagenham correlates to our IMD score as the highest in London.</p> <p>Care Leavers are a cohort who are disproportionately represented within the homeless population, with 25% of homeless individuals having experience care in their childhood. Another aspect that compounds this level of deprivation is that Care Leavers have significantly higher levels of those not in education, employment, or training (NEET), at 39% compared with 13% of the general population aged 19-21.</p> <p>Many Care Leavers are at the beginning of their careers making it difficult to save funds for a rental deposit and are without a trusted relationship to act as a guarantor, however, can afford their rent by providing the additional funds needed for a deposit for a rental property will support those who are able to live independently, preventing them from being further disadvantaged as a Care Leaver. In addition, the savings achieved from the success of this scheme will be used to support others within Children’s Care and Support.</p>

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<sup>1</sup> Socio-Economic Disadvantage is not a protected characteristic under the Equality Act. London Borough of Barking and Dagenham has chosen to include Socio-Economic Disadvantage as best practice.

<p><b>How visible is this service/policy/project/proposal to the general public?</b></p>	<p><b>Low visibility to the general public (L)</b></p>
<p><b>What is the potential risk to the Council's reputation?</b></p> <p>Consider the following impacts – legal, financial, political, media, public perception etc</p>	<p><b>Low risk to reputation (L)</b></p>

If your answers are mostly H and/or M = **Full EIA to be completed**

If after completing the EIA screening process you determine that a full EIA is not relevant for this service/function/policy/project you must provide explanation and evidence below.

As this is a pilot the scale of the scheme is small, therefore limiting any negative impact to the local authority or the wider population, however those who are part of the pilot will benefit positively. The project is not anticipated to have medium or high impact on those from protected cohorts and will largely benefit vulnerable groups. There is no large risk to reputation due to the small scale of the project. At this time a full EIA is not required but should any aspect of the pilot change, this EIA screening will be revisited and updated accordingly.

Please submit the form to [CE-strategy@lbbd.gov.uk](mailto:CE-strategy@lbbd.gov.uk) and include the above explanation as part of the equalities comments on any subsequent related report.