

Education, Children and Families Committee

10am, Thursday, 27 April 2023

Protected Characteristics– Care Experienced

Executive/routine
Wards
Council Commitments

1. Recommendations

- 1.1 The Education, Children and Families Committee is asked to:
 - 1.1.1 Note the motion raised at Full Council on the 24 November by Councillor Kumar - Care Experienced Protected (see background for the motion).
 - 1.1.2 Note the work required to strengthen the awareness of this protected characteristic within the City of Edinburgh Council.

Amanda Hatton

Executive Director of Children, Education and Justice Services

E-mail: Amanda.Hatton@edinburgh.gov.uk

Protected Characteristics – Care Experienced

2. Executive Summary

- 2.1 Note the work required to strengthen the awareness of this protected characteristic within the City of Edinburgh Council.
- 2.2 The Council should promote the interests of care experienced young people and help to ensure that Care Experienced people are not directly or indirectly negatively impacted by CEC's practices or policies.

3. Background

- 3.1 At Full Council on the 24 November 2022 Councillor Kumar brought the following motion; Care Experienced Protected Characteristic:
 - 1) Recognises our collective responsibility as corporate parents and our commitment for the delivery of 'The Promise' that Scotland's children and young people will grow up loved, safe, and respected.
 - 2) Agrees the Council should add 'Care Experienced' as an additional protected characteristic in the Council's Integrated Impact Assessments where Care Experienced people is used to describe anyone who is currently, or has been, in the care system. For example, kinship care, looked after at home, foster care, residential care, secure homes, and adoption.
 - 3) Notes that the addition of this protected characteristic would formally recognise the impact of any policies and decision making might have on care experienced people.
 - 4) Notes that councils in Manchester, Cumbria, Cumberland Council and Westmorland and Furness Council; and Ashfield District Council in Nottinghamshire have made a similar move to

- include Care Experienced as a protected characteristic.
- 5) Requests a report to the Education, Children and Families Committee in two cycles to scope the implementation of this additional protected characteristic.

4. Main report

- 4.1 At the meeting of Full Council on the 24 November 2022, a deputation was heard from Terry Galloway who spoke about his experience as a Care Experienced Child.
- 4.2 The Protected Characteristics as defined by the Equality Act (Scotland) cannot be changed however there is scope to prompt colleagues to consider the potential impact on individuals that are Care Experienced when completing the Integrated Impact Assessment (IIA).
- 4.3 The Council uses an Integrated Impact Assessment (IIA) to meet the requirements of the Equality Act 2010, human and children's rights conventions, Fairer Scotland Duty 2018 and the Climate Change (Scotland) Act 2009.
- 4.4 The IIA is an integral part of the Council's decision-making process, enabling it to identify and address any unintended consequences of its decisions. The scope of potential impacts includes equalities and diversity, human rights, the environment and the economy.
- 4.5 The IIA process already includes a prompt for colleagues to consider the potential impact of a proposal on cared experienced individuals but this area could be strengthened to include more detailed information.

Edinburgh Guarantee

- 4.6 It should be noted that [The Edinburgh Guarantee](#) supports those from all Protected Characteristic groups including care-experienced people aged 16+. This includes supporting people to access internal and external employability programmes (funded by The City of Edinburgh Council) to explore their future aspirations and gain access to education, training, and employment. This support includes ongoing aftercare and holistic wrap-around support like welfare and well-being advice. Work is currently underway to ensure that all staff delivering these programmes undertake Trauma Informed Training, to continuously improve the support on offer.

5. Next Steps

- 5.1 Strengthen the wording in the Integrated Impact Assessment.

- 5.2 Corporate Parenting hosts a workshop to consider how the implications of policy/decisions for Care Experienced might best be assessed. This could be delivered to members of the Education, Children and Families Committee, and colleagues who undertake IIA's.
- 5.3 Add a link to the Orb page about Edinburgh's Corporate Parenting Page for colleagues, which has information and links to training and further reading regarding Care Experience and Corporate Parenting duties.
- 5.4 Corporate Parenting E-learning Module will soon be launched which will be mandatory for all staff, providing a basic working knowledge of what it means to be Care Experienced, and how to be a good Corporate Parent.
- 5.5 Work is also ongoing to look at the Guaranteed Interview Scheme for Care Experienced Individuals. Part of this project will be looking at training of CEC managers to help them consider how to support Care Experienced CEC employees. This training could be combined with awareness raising in general about how their services may directly or indirectly impact on the Care Experienced Community.
- 5.6 Whilst all offers in the Edinburgh Guarantee are inclusive to care-experienced young people, The City of Edinburgh Council has committed to continue the delivery of Promising Young People in 2023-24. The project offers fully funded and bespoke 6-month paid work placements for care-experienced people living in Edinburgh with 1:1 support for each young person and aftercare to ensure they can progress into further employment, training or education.

6. Financial impact

- 6.1 There is no financial impact.

7. Stakeholder/Community Impact

- 7.1 Engagement with Terry Galloway.
- 7.2 Engagement with Policy and Insight, and Legal colleagues.
- 7.3 Met with Councillor Kumar to discuss options.

8. Background reading/external references

- 8.1 Internal Integrated Impact Assessment Guidance (to be shared with members).
- 8.2 Completed Integrated Impact Assessments are published online.

9. Appendices

- 9.1 n/a