

Initial Equalities Screening Record Form

Date of Screening: 31 st March 2021	Directorate: People		Section: Strategic Commissioning
1. Activity to be assessed	BFC is currently a member of a Children's Residential Care Framework with 16 other Local Authorities. The first 3 years of the framework expires on 31 st August 2021 and BFC are looking to continue its membership of the framework when it is extended for 3 years until September 2024. This EIA accompanies the Executive report which sets out why BFC should continue to be a member of the framework.		
2. What is the activity?	x <input type="checkbox"/> Policy/strategy <input type="checkbox"/> Function/procedure <input type="checkbox"/> Project <input type="checkbox"/> Review <input type="checkbox"/> Service <input type="checkbox"/> Organisational change		
3. Is it a new or existing activity?	<input type="checkbox"/> New <input checked="" type="checkbox"/> Existing		
4. Officer responsible for the screening	Helen Hunter, Senior Commissioner for Children's Services		
5. Who are the members of the screening team?	The EIA will be shared with Sam Morrison and Manjit Hogston from the Strategic Commissioning Team. The EIA will then be sent to DMT members.		
6. What is the purpose of the activity?	<p>Bracknell Forest Council prefers to utilise In House Foster Carer's where possible for Looked After Children. However, where a child has particularly complex needs which cannot be met by foster carer's, a residential placement may be required. BFC prefers to find residential placements using the CRC residential framework but also spot purchases residential placements. As a small Local Authority, being part of a Framework in partnership with other Local Authorities, increases Bracknell Forest Council's influence and power in a challenging residential Market.</p> <p>Southampton County Council is leading the procurement of the framework extension and contract management support will continue to be provided by Bournemouth, Christchurch and Poole.</p>		
7. Who is the activity designed to benefit/target?	By being part of this framework, our children and young people will have access to a wider pool of residential placements. Staff at these residential homes have been trained to support children with very complex needs which cannot be met in a family environment.		
Protected Characteristics	Please tick yes or no	Is there an impact? What kind of equality impact may there be? Is the impact positive or adverse or is there a potential for both? If the impact is neutral, please give a reason.	What evidence do you have to support this? E.g. equality monitoring data, consultation results, customer satisfaction information etc Please add a narrative to justify your claims around impacts and describe the analysis and interpretation of evidence to support your conclusion as this will inform members decision making, include consultation results/satisfaction information/equality monitoring data
8. Disability Equality – this can include physical, mental health, learning or sensory disabilities and	Y	N	Neutral - Lot 6 of the framework is specifically for use by children with disabilities, recognising the additional Since November 2018, BFC have placed 2 CSST young people in Framework residential placements.


<p>includes conditions such as dementia as well as hearing or sight impairment.</p>			<p>physical/mental needs that they may have. Therefore, the framework provides specialised provision to meet the needs of children with disabilities.</p>	<p>The Framework contract specifies that:</p> <p>The Provider will comply with the Equality Act 2010 and all other anti-discriminatory Legislation, as amended or re-enacted from time to time, and operate an equal opportunities policy for as long as this Framework Agreement and any Call-off Contract is in force and provide the Lead Purchaser with a copy of the policy and updates as requested.</p> <p>The Provider will ensure that their recruitment, employment and equal opportunities policies comply with all statutory obligations.</p> <p>The Provider will notify the Lead Purchaser's Authorised Officer immediately in writing as soon as it becomes aware of any investigation of, or proceedings brought against the Provider under equal opportunities Legislation, and co-operate fully and promptly in every way required by the person or body conducting such investigation during the course of that investigation.</p>
<p>9. Racial equality</p>	<p>Y</p>	<p>N</p>	<p>Neutral - The Residential Framework is open to children of all ethnicities. Framework providers recruitment and employment policies complies with all statutory obligations and Equality Act legislation – care staff are not prevented from working for framework providers because of their ethnicity.</p>	<p>The Framework Contract specifies that:</p> <p>The Provider will comply with the Equality Act 2010 and all other anti-discriminatory Legislation, as amended or re-enacted from time to time, and operate an equal opportunities policy for as long as this Framework Agreement and any Call-off Contract is in force and provide the Lead Purchaser with a copy of the policy and updates as requested.</p> <p>The Provider will ensure that their recruitment, employment and equal opportunities policies comply with all statutory obligations.</p> <p>The Provider will notify the Lead Purchaser's Authorised Officer immediately in writing as soon as it becomes aware of any investigation of, or proceedings brought against the Provider under equal opportunities Legislation, and co-operate fully and promptly in every way required by the person or body conducting such investigation during the course of that investigation.</p>

<p>10. Gender equality</p>	<p>Y</p>	<p>N</p>	<p>Neutral - The Residential Framework is open to children of all genders. Framework providers recruitment and employment policies complies with all statutory obligations and Equality Act legislation – care staff are not prevented from working for framework providers because of their gender.</p>	<p>The Framework Contract Specifies that:</p> <p>The Provider will comply with the Equality Act 2010 and all other anti-discriminatory Legislation, as amended or re-enacted from time to time, and operate an equal opportunities policy for as long as this Framework Agreement and any Call-off Contract is in force and provide the Lead Purchaser with a copy of the policy and updates as requested.</p> <p>The Provider will ensure that their recruitment, employment and equal opportunities policies comply with all statutory obligations.</p> <p>The Provider will notify the Lead Purchaser's Authorised Officer immediately in writing as soon as it becomes aware of any investigation of, or proceedings brought against the Provider under equal opportunities Legislation, and co-operate fully and promptly in every way required by the person or body conducting such investigation during the course of that investigation.</p>
<p>11. Sexual orientation equality</p>	<p>Y</p>	<p>N</p>	<p>Neutral - The Residential Framework is open to children and young people of all sexual orientation. Framework providers recruitment and employment policies comply with all statutory obligations and Equality Act legislation – care staff are not prevented from working for framework providers because of their sexual orientation.</p>	<p>The Framework Contract specifies that:</p> <p>The Provider will comply with the Equality Act 2010 and all other anti-discriminatory Legislation, as amended or re-enacted from time to time, and operate an equal opportunities policy for as long as this Framework Agreement and any Call-off Contract is in force and provide the Lead Purchaser with a copy of the policy and updates as requested.</p> <p>The Provider will ensure that their recruitment, employment and equal opportunities policies comply with all statutory obligations.</p> <p>The Provider will notify the Lead Purchaser's Authorised Officer immediately in writing as soon as it becomes aware of any investigation of, or proceedings brought against the Provider under equal opportunities Legislation, and co-operate fully and promptly in every way required by the person or body conducting such investigation during the course of that investigation.</p>

<p>12. Gender re-assignment</p>	<p>Y</p>	<p>N</p>	<p>Neutral - The Residential Framework is open to children and young people of all sexual orientation. Framework providers recruitment and employment policies for care staff complies with all statutory obligations and Equality Act legislation – care staff are not prevented from working for framework providers because of their sexual orientation.</p>	<p>The Framework Contract specifies that:</p> <p>The Provider will comply with the Equality Act 2010 and all other anti-discriminatory Legislation, as amended or re-enacted from time to time, and operate an equal opportunities policy for as long as this Framework Agreement and any Call-off Contract is in force and provide the Lead Purchaser with a copy of the policy and updates as requested.</p> <p>The Provider will ensure that their recruitment, employment and equal opportunities policies comply with all statutory obligations.</p> <p>The Provider will notify the Lead Purchaser's Authorised Officer immediately in writing as soon as it becomes aware of any investigation of, or proceedings brought against the Provider under equal opportunities Legislation, and co-operate fully and promptly in every way required by the person or body conducting such investigation during the course of that investigation.</p>
<p>13. Age equality</p>	<p>Y</p>	<p>N</p>	<p>Neutral - In the residential Framework contract, a child or young person is defined as being aged between 0 and 19 whose care and where specified educational needs are the responsibility of the Purchaser. Framework providers recruitment and employment policies for care staff complies with all statutory obligations and Equality Act legislation.</p>	<p>The Framework Contract specifies that:</p> <p>The Provider will comply with the Equality Act 2010 and all other anti-discriminatory Legislation, as amended or re-enacted from time to time, and operate an equal opportunities policy for as long as this Framework Agreement and any Call-off Contract is in force and provide the Lead Purchaser with a copy of the policy and updates as requested.</p> <p>The Provider will ensure that their recruitment, employment and equal opportunities policies comply with all statutory obligations.</p> <p>The Provider will notify the Lead Purchaser's Authorised Officer immediately in writing as soon as it becomes aware of any investigation of, or proceedings brought against the Provider under equal opportunities Legislation, and co-operate fully and promptly in every</p>

				way required by the person or body conducting such investigation during the course of that investigation.
14. Religion and belief equality	Y	N	Neutral - The Residential Framework is open to children and young people of religions and beliefs. Framework providers recruitment and employment policies for care staff complies with all statutory obligations and Equality Act legislation – care staff are not prevented from working for framework providers because of their religious beliefs.	<p>The Framework Contract specifies that:</p> <p>The Provider will comply with the Equality Act 2010 and all other anti-discriminatory Legislation, as amended or re-enacted from time to time, and operate an equal opportunities policy for as long as this Framework Agreement and any Call-off Contract is in force and provide the Lead Purchaser with a copy of the policy and updates as requested.</p> <p>The Provider will ensure that their recruitment, employment and equal opportunities policies comply with all statutory obligations.</p> <p>The Provider will notify the Lead Purchaser's Authorised Officer immediately in writing as soon as it becomes aware of any investigation of, or proceedings brought against the Provider under equal opportunities Legislation, and co-operate fully and promptly in every way required by the person or body conducting such investigation during the course of that investigation.</p>
15. Pregnancy and maternity equality	Y	N	Neutral – LOT4 of the IFA Framework is for Residential Parenting assessment placements. Framework providers recruitment and employment policies for care staff complies with all statutory obligations and Equality Act legislation.	<p>The Framework Contract specifies that:</p> <p>The Provider will comply with the Equality Act 2010 and all other anti-discriminatory Legislation, as amended or re-enacted from time to time, and operate an equal opportunities policy for as long as this Framework Agreement and any Call-off Contract is in force and provide the Lead Purchaser with a copy of the policy and updates as requested.</p> <p>The Provider will ensure that their recruitment, employment and equal opportunities policies comply with all statutory obligations.</p> <p>The Provider will notify the Lead Purchaser's Authorised Officer immediately in writing as soon as it becomes aware of any investigation of, or proceedings brought</p>

				against the Provider under equal opportunities Legislation, and co-operate fully and promptly in every way required by the person or body conducting such investigation during the course of that investigation.
16. Marriage and civil partnership equality	Y	N	Neutral - This doesn't apply to children who are placed with a framework residential provider. Framework providers recruitment and employment policies for care staff complies with all statutory obligations and Equality Act legislation – care staff are not prevented from working for framework providers because they are married/not married/ are in a civil partnership.	<p>The Framework Contract specifies that:</p> <p>The Provider will comply with the Equality Act 2010 and all other anti-discriminatory Legislation, as amended or re-enacted from time to time, and operate an equal opportunities policy for as long as this Framework Agreement and any Call-off Contract is in force and provide the Lead Purchaser with a copy of the policy and updates as requested.</p> <p>The Provider will ensure that their recruitment, employment and equal opportunities policies comply with all statutory obligations.</p> <p>The Provider will notify the Lead Purchaser's Authorised Officer immediately in writing as soon as it becomes aware of any investigation of, or proceedings brought against the Provider under equal opportunities Legislation, and co-operate fully and promptly in every way required by the person or body conducting such investigation during the course of that investigation.</p>
17. Please give details of any other potential impacts on any other group (e.g. those on lower incomes/carers/ex-offenders, armed forces communities) and on promoting good community relations.	Please explain N/A			
18. If an adverse/negative impact has been identified can it be justified on grounds of promoting equality of opportunity for one group or for any other reason?	Please explain N/A			
19. If there is any difference in the impact of the activity when considered for each of the equality groups listed in 8 – 14 above; how significant is the difference in terms of its nature and the number of people likely to be affected?	Please explain N/A			

20. Could the impact constitute unlawful discrimination in relation to any of the Equality Duties?	Y	N	Please explain for each equality group N/A
21. What further information or data is required to better understand the impact? Where and how can that information be obtained?	N/A		
22. On the basis of sections 7 – 17 above is a full impact assessment required?	Y	N	No adverse impacts of continuing to use this framework have been identified. The framework fully complies with the Equality Act.
23. If a full impact assessment is not required; what actions will you take to reduce or remove any potential differential/adverse impact, to further promote equality of opportunity through this activity or to obtain further information or data? Please complete the action plan in full, adding more rows as needed.			
Action	Timescale	Person Responsible	Milestone/Success Criteria
Strategic Commissioning are encouraging the framework to consider what further equality monitoring of providers they could include for the framework extension. Strategic Commissioning are also reviewing their own contract monitoring tool to identify whether it can be strengthened in this area.	May - July 2021	Manjit Hogston/Helen Hunter	To be able to provide more detailed, informative equality information for placements.
24. Which service, business or work plan will these actions be included in?	Strategic Commissioning		
25. Please list the current actions undertaken to advance equality or examples of good practice identified as part of the screening?	Please list		
26. Assistant director's signature.	Signature:  Date: 27/4/2021		