
EQUALITY IMPACT ASSESSMENT TEMPLATE

Equality and Diversity UK Ltd

Equality Impact Assessment (EIA) Template

The Equality Act 2010 has outlined Protected Characteristics as covering: **Race, Disability, Sex, Sexual Orientation, Religion or Belief, Marriage and Civil Partnership, Gender reassignment, Maternity and Pregnancy and Age.**

Protected Groups refers to people who share a protected characteristic. The General Equality Duty requires public bodies to have due regard to:

- **Eliminate unlawful discrimination, harassment and victimisation and any other conduct prohibited by the Act.**
- **Advance equality of opportunity between people who share a protected characteristic and those who do not.**
- **Foster good relations between people who share a protected characteristic and those who do not.**

Undertaking an EIA helps organisations comply with the General Equality Duty as it involves proactively considering the three aims of the Duty as part of the decision-making process.

This involves considering how organisations act as employers; how they develop, evaluate and review policy; how they design, deliver, and evaluate services, and how they commission and procure services from others.

Policy/Procedure/Function Details

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| Name of Policy/Procedure/Function* - Children's Services Asset Master Plan – Investment in the In-Borough Sufficiency of Children's Homes and Supported Accommodation Flats. | |
| EIA Carried out by: | Simon Hickman |
| Date: | 2 nd April 2026 |
| Equality and Diversity Coordinator: (QA) | |
| Date: | |
| Head of Department: | Zoe Fearon |
| Date: | 2 nd April 2026 |
| Date Passed to Governance Services Unit: | <p>This is a strategic view of EIA for the Children's Services Asset Masterplan.</p> <p>Full impact assessment to be undertaken at provision level to ensure design specifications take EIA into consideration when delivering the Sufficiency element of the plan.</p> <p>Additionally, each site project under Service Delivery/Office space will ensure EIA is completed as part of those projects.</p> |

*In this template the term 'policy' is used as shorthand for what needs to be equality impact assessed. Policy needs to be understood broadly to embrace the full range of policies, practices, activities and decisions: essentially everything we do, whether it is formally written down or whether it is informal custom and practice. This includes existing policies and any new policies under development.

Section 1 – Initial EIA - to be completed for all policies

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| A. | <p>What is the purpose of this policy. Consider explicit and implicit aims</p> | <p>The purpose of the Children’s Services Asset Management Masterplan (CSAM) is to provide a strategic, costed plan for capital investment in Children’s Services assets so that they are aligned with current and future service delivery needs in Halton. This includes residential placements, supported accommodation, office space, and service delivery space required to support Children’s Social Care reform, the Placement and Sufficiency Strategy, and the Families First Partnership Programme.</p> <p>Implicit aims</p> <ul style="list-style-type: none"> • To reduce reliance on high cost, out-of-borough placements by increasing high-quality, local provision. When children and young people live in homes that do not meet their needs (including being out of borough, far away from family and friends), this can lead to breakdowns and poor emotional well-being so we want to ensure that more Halton children can continue to live within the borough where they can maintain relationships with their families/friends/local communities, continue their education in the borough and access healthcare provision and other trusted support services locally. • To support a shift towards an early intervention and prevention model in line with Ofsted requirements, ILACS findings, and national reform (Families First Partnership Programme). • To improve outcomes, stability, and continuity for children in care and care leavers by enabling them to live closer to family, education, health and community networks. • To improve financial sustainability and value for money within Children’s Services through an invest-to-save approach. |
| B. | <p>Does the policy have an impact on staff or the wider community that the organisation has links with? Please give details</p> | <p>Impact on staff</p> <p>Yes. The policy directly impacts Children’s Services staff through:</p> <ul style="list-style-type: none"> • Improved office accommodation, meeting spaces and co-location, supporting hybrid working, reflective practice and workforce wellbeing. • Enhanced multi-disciplinary working between social care, early help, SEND, health, police and education partners, particularly through the Families First Partnership Programme. • Reduced travel time for social workers as more children are placed locally, improving efficiency and enabling more direct work with families. <p>Impact on the wider community</p> <p>The policy also impacts the wider community by:</p> <ul style="list-style-type: none"> • Keeping children and young people within their local communities, supporting better access to education, health services, family networks and community resources. • Supporting the local economy through increased in-borough provision, employment opportunities and use of local services. • Strengthening partnership working across statutory and voluntary sector organisations involved in safeguarding and family support. |

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| C | <p>What results/outcomes are intended? How are these measured? What factors could contribute or detract from the outcome?</p> | <p>Intended results / outcomes</p> <ul style="list-style-type: none"> • Improved placement sufficiency, quality and stability for children in care and care leavers. • Reduced use of out of borough and high cost external placements, delivering recurring financial savings. • Improved outcomes and reduced trauma for children by avoiding unnecessary moves and maintaining local connections. • Improved workforce retention, wellbeing and effectiveness through better working environments and partnership working. <p>Measurement of outcomes</p> <p>Outcomes are monitored through:</p> <ul style="list-style-type: none"> • Financial monitoring via the Redesign Financial Accountability Board and Transformation governance arrangements. • Tracking placement numbers, utilisation, and costs compared with external provision. • Programme and project reporting within the Children’s Services Improvement and Transformation Programme governance framework. • Inspection outcomes (Ofsted/ILACS) and delivery of statutory improvement requirements. <p>Factors contributing to or detracting from outcomes</p> <p><i>Contributing factors:</i></p> <ul style="list-style-type: none"> • Successful partnership delivery (e.g. We Are Juno CIC). • Robust project management, governance, and financial controls. • Alignment with national reform programmes such as Families First Partnership. <p><i>Detracting factors:</i></p> <ul style="list-style-type: none"> • Rising construction, property, or borrowing costs. • Changes in placement demand or complexity of children’s needs. • Delays in delivery impacting realisation of financial and service benefits. |
| D | <p>Is there any evidence that the policy relates to an area with known inequalities? Please give details</p> | <p>Yes. The policy relates directly to areas of known inequalities, including:</p> <ul style="list-style-type: none"> • Children in care and care leavers, who disproportionately experience poorer educational, health, and life outcomes nationally and locally. • Children placed out of borough, who experience separation from family, education and support networks, increasing emotional and social disadvantage. • Families requiring intensive early help and safeguarding support, reflected in ILACS findings and national reform of children’s social care. <p>The CSAM is designed to address these inequalities by improving early intervention, placement stability and access to consistent local services.</p> |

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| E | Will/Does the implementation of the policy result in different impacts for protected groups and the general population of the organisation? | <p>Yes, but the impacts are positive and proportionate.</p> <ul style="list-style-type: none"> • Children and young people (protected by age) are the primary beneficiaries through improved accommodation, stability and support. • Disabled children, including those with SEND, benefit from placements designed to support specialist and therapeutic needs. • Care leavers (often facing compounded disadvantage) benefit from supported accommodation pathways reducing homelessness, instability and exclusion. • Staff benefit from fairer, safer, and more inclusive working environments without adverse impacts on any protected group. <p>No adverse or discriminatory impacts on protected characteristics are identified. The policy explicitly aligns with duties under the Equality Act 2010 and the Public Sector Equality Duty.</p> | | |
| | | Yes | No | Explain your reasons |
| | Disability | x | | |
| | Sexual Orientation | x | | |
| | Sex | x | | |
| | Gender Reassignment | x | | |
| | Race | x | | |
| | Marriage/Civil Partnership | x | | |
| | Maternity/Pregnancy | x | | |
| | Age | x | | |
| | Religion or Belief | | | |
| | Others groups identified: i.e. socio economic status; neurodiversity etc | | | As above |
| | <p>If you have answered 'Yes' to any of the questions, then you are required to carry out a full Equality Impact Assessment – please go to section 2</p> | | | |

Section 1: Result of initial Equality Impact Assessment

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| The above-named policy has been considered and does not require a full equality analysis | |
| Initial EIA Carried out by: | |
| Date: | |
| Agreed by: Equality and Diversity Coordinator: (QA) | |
| Date: | |

Section 2 – Full Equality Impact Assessment

| 1a. Does the policy impact differently on people from any of the Protected Groups? | | | | |
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| | Negative Impact | Positive Impact | Neutral Impact | Please describe the impact for each of the protected groups and outline the evidence for your conclusion |
| Disability | | X | | <ul style="list-style-type: none"> • A significant proportion of children in care have disabilities, additional needs, or mental health difficulties, whether formally diagnosed or not. • CSAM enables the development of local, high-quality residential and supported accommodation, reducing inappropriate placements that fail to meet complex needs. • Improved service delivery spaces and co-location support multi-disciplinary working (social care, health, SEND, education), improving assessment, consistency of care, and outcomes for disabled children. • Reduced placement moves and outofborough placements lessen disruption, which disproportionately impacts disabled children. • Consideration of design to meet accessibility and additional needs will be made where required |
| Sexual Orientation | | X | | <ul style="list-style-type: none"> • CSAM does not differentiate service access based on sex. Both boys and girls benefit equally from improved placement quality, stability, safeguarding, and local provision. • Improved early intervention and prevention services particularly benefit children at risk of exploitation, abuse, or placement breakdown, regardless of sex. • LGBTQ+ children and young people face higher risks of rejection, mental ill^hhealth and placement instability. Smaller, local provision allows for safer environments and tailored emotional support. • No adverse gender-based impacts identified. |
| Sex | | X | X | <ul style="list-style-type: none"> • CSAM does not differentiate service access based on sex. • Provision will be inclusive of all genders, with careful matching and safeguarding arrangements |

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| | | | | <ul style="list-style-type: none"> • Both boys and girls benefit equally from improved placement quality, stability, safeguarding, and local provision. • Improved early intervention and prevention services particularly benefit children at risk of exploitation, abuse, or placement breakdown, regardless of sex. |
| Gender Reassignment | | X | | <ul style="list-style-type: none"> • Transgender and gender questioning young people can be particularly vulnerable to instability, bullying, and mental health risk. • CSAM supports safe, stable, local placements and improved professional environments that enable more responsive, person-centred support. • Reduced reliance on emergency or distant placements lowers the risk of inappropriate or unsafe living arrangements. • No adverse impacts identified. |
| Race | | X | | <ul style="list-style-type: none"> • Children from Black, Asian and minority ethnic backgrounds are disproportionately represented in the care system nationally. • Local placements help maintain cultural identity, family contact, faith links, and community connections, which are often disrupted by out-of-borough placements. • Improved early help and family-based interventions support equitable access to services across communities. • CSAM contributes to reducing structural inequalities linked to care experience. |
| Marriage and Civil Partnership | | | X | <ul style="list-style-type: none"> • This protected characteristic is not relevant to the scope, delivery or beneficiaries of the CSAM. • No differential impact identified. |
| Maternity/ Pregnancy | | X | X | <ul style="list-style-type: none"> • Young parents and expectant care leavers benefit from local supported accommodation, stronger transition planning, and access to community health services. • Improved family-focused service delivery spaces support safeguarding, parenting support, and early intervention for young families. • No adverse impacts identified. |

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| | | | | <p>Pregnancy and Maternity</p> <p>Neutral / limited impact with mitigation</p> <p>At this time, it is unknown if all provision will be designed to to accommodate pregnancy or to support young parents and babies. As such, part of the proposal may not directly provide dedicated accommodation or specialist parenting support for this group.</p> <p>Young people who become pregnant or who are parents would be assessed on an individual basis. Where their needs cannot be met safely or appropriately within the proposed provision, alternative suitable accommodation and support would be identified in line with statutory duties and safeguarding responsibilities.</p> <p>Overall, while all this proposal may not directly meet the needs of pregnant young people or young parents, no unlawful discrimination is identified, and appropriate mitigations are in place.</p> |
| Religion or Belief | | X | X | <ul style="list-style-type: none"> • Local placements enable children and young people to continue participation in faith communities, religious practices, and culturally appropriate support. • Reduced out-of-area placements limit unnecessary disruption to religious observance and belief systems. • No negative impacts identified. |
| Age | | X | | <ul style="list-style-type: none"> • Children and young people are the primary beneficiaries of CSAM. • The strategy improves placement sufficiency for: <ul style="list-style-type: none"> ○ Children in care ○ 16–18-year-old care leavers ○ Young people aged 18+ requiring supported independent living • Improved stability, continuity of care, and better transition pathways reduce long-term negative life outcomes associated with care experience. • Any differential treatment by age is lawful, proportionate, and justified by statutory duties. |

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| Socio economic status | | X | | <ul style="list-style-type: none"> • Children entering care and care leavers are overwhelmingly from disadvantaged socio-economic backgrounds. • CSAM reduces inequalities by: <ul style="list-style-type: none"> ○ Preventing escalation into crisis placements ○ Supporting early intervention and family support ○ Reducing homelessness risk for care leavers • Improved local provision supports access to education, employment, training and health services. |
| Other impacted groups i.e., neurodiversity | | X | | <ul style="list-style-type: none"> • CSAM actively advances equality of opportunity, particularly for children who experience multiple and overlapping disadvantages. • No adverse or discriminatory impacts on protected characteristics have been identified. • Impacts are positive, proportionate, and aligned with the Public Sector Equality Duty (Equality Act 2010). |

General Duty

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| <p>1b. Now consider and detail below how the policy impacts on elimination of discrimination, harassment and victimisation, advances the equality of opportunity and promotes good relations between groups. Where there is evidence, address each protected characteristic (Disability, Sexual Orientation, Sex, Gender Reassignment, Race, Marriage/Civil Partnership, Maternity/Pregnancy, age, Religion and Belief)</p> | |
| <p>Eliminate discrimination, harassment, and victimisation</p> | <p>Age</p> <ul style="list-style-type: none"> Eliminating discrimination: The proposal directly addresses the specific needs of children and care-experienced young people through age-appropriate provision. <p>Disability</p> <ul style="list-style-type: none"> Eliminating discrimination: Local provision reduces indirect discrimination associated with distant placements that limit access to services, education and family contact. Reasonable adjustments will be made in line with individual needs. <p>Sexual Orientation</p> <ul style="list-style-type: none"> Eliminating discrimination: Robust policies and staff training promote zero tolerance to homophobia, biphobia and discrimination. <p>Sex</p> <ul style="list-style-type: none"> Eliminating discrimination: Placement decisions and care planning will be gender-informed, addressing sex-specific risks such as exploitation or violence. <p>Gender Reassignment</p> <ul style="list-style-type: none"> Eliminating discrimination: Ability to influence policies that promote dignity, confidentiality and respect for gender identity, with zero tolerance for transphobic behaviour. <p>Pregnancy and Maternity</p> <ul style="list-style-type: none"> Eliminating discrimination: No unlawful discrimination is identified; suitability is based on ability to meet needs safely and appropriately. |
| <p>Advance equality of opportunity</p> | <p>Age</p> <ul style="list-style-type: none"> Advancing equality of opportunity: Supported transitions to adulthood reduce risks associated with living away from local areas, abrupt moves and poor outcomes. <p>Sexual Orientation</p> |

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| | <ul style="list-style-type: none"> • Advancing equality of opportunity: Smaller, stable, local placements enable tailored emotional support and safer disclosure. <p>Sex</p> <ul style="list-style-type: none"> • Advancing equality of opportunity: Both girls’ and boys’ benefit from stable, local placements with equitable access to education, health and support services. <p>Race (including ethnicity and nationality)</p> <ul style="list-style-type: none"> • Advancing equality of opportunity: Care planning will consider cultural identity, language needs and community links. |
| <p>Promote good relations between groups</p> | <ul style="list-style-type: none"> • Inclusive environments encourage acceptance and respect among children and staff. • Clear boundaries, safeguarding practices and staff training support respectful relationships • Staff training supports understanding and inclusive practice, reducing stigma. • Culturally competent practice and diverse staffing promote inclusion and mutual respect. • Clear communication and planned transitions reduce stigma and instability. • Stable placements support positive peer and staff relationships. |

2. Engagement and Involvement

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| <p>How have you engaged stakeholders in gathering evidence?</p> | <p>Add information about ICENI engagement</p> <p>When working with our proposed partners in developing our Residential Children's Home, children in care and care leavers have been involved in the design or both the service and the property specification. ‘We are Juno’ CIC also employ experts by experience, who have been engaged in service design and delivery.</p> |
| <p>Have you engaged stakeholders in consulting on the policy proposals?</p> | <p>What documents did ICENI review</p> |

For each engagement activity, please state who was involved, how and when they were engaged, and the key concerns/issues identified.

As above.

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4. Making a decision

An EIA has been undertaken on this policy and meets the requirements of the General Equality Duty. The following decision has been taken: (please tick one box)

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| | Approve – No major change | |
| | Adjust the policy | |
| | Continue with the policy | |
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| | Stop and remove the policy | |
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5. Sign off and review:

When the actions listed above have been completed a copy of this form should be sent to Equality and Diversity Coordinator.

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| Full EIA Carried out by: | |
| Date: | |
| Equality and Diversity Coordinator: (QA) | |
| Date: | |
| Manager: | |
| Date: | |
| Date Passed to Governors/Directors: | |

Review Date

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| <p>Unless the policy is reviewed before the date below, the next EIA will be carried out in</p> <p>(A maximum of 3 years from date of completion as shown on this template)</p> |
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