



Tackle inequality so people have a fair chance

INTEGRATED IMPACT ASSESSMENT TEMPLATE

Title of proposal:	Age	Race	Sex	Gender reassignment	Disability	Religion or Belief	Pregnancy and Maternity	Sexual Orientation	Marriage and Civil Partnership	Description of potential mitigation
<p>The Care leavers Covenant</p> <p>Equality impact: (✓ all that apply. The assessment should also consider impact on council employees and carers where applicable)</p> <p>Description of impact:</p> <p>Care Leavers are all young people age 16-25 so share a protected characteristic relating to age.</p> <p>We do not anticipate any identifiable negative impact on equalities for Council employees or care leavers and there are no factors surrounding equalities with regard to this proposal.</p>	Y									<p>Care leavers care history can impact on their education giving them an unequal starting point which in turn can impact on their employment opportunities, leaving them disadvantaged.</p> <p>Signing up to The Care leavers Covenant as a whole Council approach will potentially offer a positive impact for care leavers by increasing opportunities for work experience and employment hence improving outcomes.</p>



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Health impact: (eg physical, mental health, wellbeing, substance misuse) <p>We do not anticipate any identifiable negative impact on Gateshead Council employees, members of the public or service users.</p>										<p>The proposal could potentially increase employability and employment opportunities to care leavers enabling them to achieve which could have a positive impact on their mental health and well being in terms of prospects, structure and purpose. This in turn could improve outcomes enabling them to go on to lead happy and successful lives.</p>
Socio Economic impact: (eg neighbourhood, ward, area of deprivation, household group, income, wealth) <p>This proposal will have no bearing on the socio economic impact for Gateshead Council but has the potential to positively impact on care leavers financially</p>										<p>The proposal has the potential to bring about ring fenced employment opportunities and apprenticeships within the Council for care leavers as their Corporate parents increasing aspirations and improving longer term outcomes.</p>



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<p>Environmental impact: (does the proposal impact on climate change and the Council's commitment to be carbon neutral by 2030?)</p> <p>This proposal is not applicable to affecting environmental impact.</p>	
<p>Cumulative impact: (consider impact based on successive budgetary decisions relating to the proposal or is the proposal part of wider budgetary considerations that may collectively have an impact on service users, and is potentially at odds with the Thrive agenda)</p> <p>This proposal supports the Council's strategic approach of Making Gateshead a Place Where Everyone Thrives as well as the Gateshead Children and Young People in Care and Care Leavers Strategy (2018-2023) and the Gateshead Health and Wellbeing Strategy.</p> <p>The proposal compliments the local care leaver offer "Gateshead has your back"</p> <p>The Care leaver Covenants 5 core outcomes support the dimensions of pathway planning for care leavers in aspiring to improve outcomes for care leavers and will enhance our ability to manage our statutory duties.</p>	



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<p>The Care Leavers Covenant allows public, private and voluntary sector organisations to pledge support, including, apprenticeships, work experience and free or discounted goods and services. Whilst there are no budget implications to signing up to The Care leaver Covenant as it is government funded any developments taken forward such as employment opportunities or subsidising transport costs may incur further costs as previously with Council tax exemption and the leisure offer for care leavers.</p> <p>Signing up to the Care leavers Covenant will allow Gateshead Council to join 50 other local authorities and become a trailblazer authority.</p> <p>It is not anticipated that there will be any disruption to support provided to service users or delivery of services.</p>	
<p>Summary of consultation/data/research undertaken to inform the assessment: (eg feedback and engagement with service users, trade unions, employees, partners, public, benchmarking, case studies)</p> <p>Initial consultation with Service manager, Jill Little.</p> <p>There will be partnership working with The Care Leavers Covenant and Spectra first to gain an understanding of the benefits of signing up.</p> <p>Consultation with the Corporate Parenting Partnership, Childrens Services Portfolio holders, Corporate Management Team and Council Leaders has taken place.</p> <p>Consultation with service users will take place when Councillors have made a decision whether to proceed with the proposal to sign up to the Care leavers Covenant.</p>	



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Signed: (completing officer) B Hunter-Smith

Date: 10th May 2021

Service Manager: (approved) Jill Little

Date: 10th May 2021

Service Director; Andrea Houlahan

Date: 10TH May 2021