

Form name	Integrated Impact Assessment
Reference	IA570429234
Date	17/01/2024



Policy details

Request date	17/01/2024 14:50
Directorate	PCC Children Families and Education
Service	Fostering Service
Title of policy, service, function	Carers' Fees and Allowance Policy for Portsmouth 2023/24
Type of policy, service, function	Changed
What is the aim of your policy, service, function, project or strategy?	The document sets out the Foster Carers' (and related Carers) Allowances and Skills Fees and other payments that may be provided with guidance relating to how they are applied.
Has any consultation been undertaken for this proposal?	yes
What were the outcomes of the consultations?	Increased of the Skills Fee, Holiday Allowance paid for all (rather than discretionary), contribution to a Prom outfit for year 11 students, and increase of travel threshold.
Has anything changed because of the consultation?	yes
Please provide details	See above.
Did this inform your proposal?	yes
Please provide details	Considerations taken into account and implemented in the new policy.

Equality & diversity - will it have any positive/negative impacts on the protected characteristics?

<p>With the above in mind and following data analysis, who is the policy, service, function, project or strategy going to benefit or have a detrimental effect on and how?</p>	<p>The policy will support the fostering service to recruit and retain a diverse population of Portsmouth foster carers in Portsmouth, who provide care for some of our most vulnerable children. The changes in the policy aims to support the increase and retention of local foster carers, reducing the use of more expensive distant placements, and the use of Independent Fostering Agencies.</p> <p>By maintaining and increasing our local foster care community, we would increase the opportunities for children to live locally and to be able to attend the same school and stay in touch with their friends and family.</p> <p>An increased number of foster carers would enable our children to be matched with carers who are best able to meet their needs which may be needs arising from their disability, sexuality, race, religion and culture.</p> <p>An enhanced offer (including financial) for Portsmouth foster carers would mean that more people would be able to become carers for the Council. It should help us improve equality of opportunity and diversity for our foster carers.</p>
<p>Will any of those groups be affected in a different way to others because of your policy, project, service, function, or strategy?</p>	<p>No groups will be affected in different ways because of the policy.</p>
<p>If you are directly or indirectly discriminating, how are you going to mitigate the negative impact?</p>	<p>Not applicable.</p>
<p>Who have you consulted with or are planning to consult with and what was/will be your consultation methodology?</p>	<p>Foster carers were consulted with as part of monthly Foster Carer Liaison Meetings and a special consultation meeting was held on 01/12/23. In addition, all foster carers were sent an online survey to complete. The Children in Care Council were also consulted with on specific elements of the policy that related to them.</p>

<p>How are you going to review the policy, service, project or strategy, how often and who will be responsible?</p>	<p>The policy will be reviewed annual. The Head of Children We Care For will be responsible.</p>
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Crime - Will it make our city safer?

<p>This section is not applicable to my policy</p>	<p><input checked="" type="checkbox"/></p>
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Housing - will it provide good quality homes?

<p>This section is not applicable to my policy</p>	<p><input checked="" type="checkbox"/></p>
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Health - will this help promote healthy, safe and independent living?

<p>Please expand on the impact your policy/proposal will have, and how you propose to mitigate any negative impacts?</p>	<p>The aim of the policy is to ensure that the fees and allowances offer for Portsmouth foster carers promotes the recruitment of new local foster carers, as well as retaining existing foster carers. Having local foster carers will ensure that our cared for children have their health needs met locally. The policy offers our cared for children to remain with their carers post eighteen years old, with carers supporting them towards independent living in stay put arrangements.</p>
<p>How are you going to measure/check the impact of your proposal?</p>	<p>This will be measured by examining the numbers of new foster carer approvals and foster carer resignations. Data for staying put arrangements will also be considered.</p>

Income deprivation and poverty - will it consider income deprivation and reduce poverty?

<p>Please expand on the impact your policy/proposal will have, and how you propose to mitigate any negative impacts?</p>	<p>The revised policy details increases in the allowances and fees that the foster carer currently receive. In its final report, published in May 2022, the Independent Review of Children’s Social Care noted that national retention problems were getting worse due to the cost-of-living crisis. Fostering Network research published in November 2022 raised similar concerns about the impact of rising prices on carers’ ability to continue in their role. These concerns were confirmed to be a factor in Portsmouth (Feedback February 2022/23).</p>
<p>How are you going to measure/check the impact of your proposal?</p>	<p>The 'Feedback February' report (2024/25 will show foster carers' overall satisfaction.</p>

Carbon emissions - will it reduce carbon emissions?

<p>This section is not applicable to my policy</p>	<p><input checked="" type="checkbox"/></p>
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Energy use - will it reduce energy use?

<p>This section is not applicable to my policy</p>	<p><input checked="" type="checkbox"/></p>
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Climate change mitigation and flooding - will it proactively mitigate against a changing climate and flooding?

<p>This section is not applicable to my policy</p>	<p><input checked="" type="checkbox"/></p>
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Natural environment - will it ensure public spaces are greener, more sustainable and well-maintained?

This section is not applicable to my policy	<input checked="" type="checkbox"/>
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Air quality - will it improve air quality?

Please expand on the impact your policy/proposal will have, and how you propose to mitigate any negative impacts?	The policy encourages foster carers to share travel arrangements for the children they care for whenever possible.
How are you going to measure/check the impact of your proposal?	It will not be possible to measure/check the impact.

Transport - will it make transport more sustainable and safer for the whole community?

Please expand on the impact your policy/proposal will have, and how you propose to mitigate any negative impacts?	The policy encourages foster carers to share travel arrangements for the children they care for whenever possible.
How are you going to measure/check the impact of your proposal?	It will not be possible to measure/check the impact.

Waste management - will it increase recycling and reduce the production of waste?

This section is not applicable to my policy	<input checked="" type="checkbox"/>
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Culture and heritage - will it promote, protect and enhance our culture and heritage?

This section is not applicable to my policy	<input checked="" type="checkbox"/>
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Employment and opportunities - will it promote the development of a skilled workforce?

Please expand on the impact your policy/proposal will have, and how you propose to mitigate any negative impacts?	As previously mentioned, the policy will support the fostering service to recruit more Portsmouth foster carers, as well as providing an improved financial offer to existing Portsmouth foster carers.
How are you going to measure/check the impact of your proposal?	Data showing the number of Portsmouth fosters, newly approved foster carers, and foster carer resignations.

Economy - will it encourage businesses to invest in the city, support sustainable growth and regeneration?

This section is not applicable to my policy	<input checked="" type="checkbox"/>
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Social value

Please explain how your policy, service, function, project or strategy delivers Social Value	The policy will support the fostering service to recruit more Portsmouth foster carers which in turn will mean that PCC are able to provide local foster placements for Portsmouth children, reducing the demand on placements that are out of area.
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Involvement

Who was involved in the Integrated impact assessment?	Mark Jowett, Head of Children We Care For
Name of the person completing this form	Mark Jowett
Date of completion	2024-01-17