

Public Sector Equality Duty Case Studies Children's Social Care

The Children in Need of Help and Protection Service supports vulnerable children and their families.

The social workers in this service manage cases that often have equality elements to them and they will take these into account when providing support.

The following are some examples in how this is managed.

LGBTQ+

Supporting a young person who is exploring their gender identity and sexual orientation by:

- Referring to the young person by the gender pronoun they identify with
- Referring them to LGBTQ+ support groups
- Referring them to the Tavistock Centre
- Educating and supporting the parents
- Referring the young person to CAMHS for their mental health needs

Pregnancy and maternity and age

Supporting a young person who was pregnant at aged 15 by:

- Referring them to parenting programmes and one-to-one sessions with the Children's Centre which enabled her and empowered her to take responsibility by providing her with the skills and knowledge she required to parent.
- Supporting her financially via S17 funding as she was unable to claim benefits within her own right as she was not yet 16.

This resulted in the young person being de-escalated from a CP plan

Race: nationality and ethnicity

Example 1

Supporting a family who have refugee status and faced several significant issues in quick succession. The parent found the issues difficult to address

alone due to not being familiar with UK laws and processes. They faced barriers which caused a high level of stress and impacted on their parenting capacity. The issues included concerns around immigration status, being taken to court for a civil matter, feeling discriminated against by the young person's school and facing homelessness.

The family was supported by:

- Being provided with additional 1:1 practical support from the social worker re: laws and processes, filling in forms and making applications to Home Office and court.
- Being given financial assistance
- Being referred to the homelessness prevention team
- Being supported in school meetings to address discrimination

The family have been enabled to move to a new property and have stability.

The family were supported to apply for Indefinite Leave to remain and now have this status meaning better access to employment and study opportunities.

The family are more informed about UK Laws and processes, and in turn exercising rights especially in terms of addressing harassment (civil court matter was in relation to this).

The young person is in the process of a managed move re: schooling.

Example 2

Supporting a family from a male dominated culture where the mother was not expected to perform certain parenting tasks and who was unable to speak English.

There was a need for the mother to be proactive in supporting the children with their ongoing care needs, to maintain regular communication with professionals, whilst having opportunities for the family to practice their cultural and religious rituals and practices.

The mother was encouraged to work with professionals and perform the parenting tasks to support her children on a regular basis and she was encouraged to attend all the meetings related to her children.

She was also encouraged to attend English course to improve her English language skills.

This support resulted in significant improvement in the mother's ability to perform the ongoing parenting tasks for her children. Her confidence and communication skills improved significantly.

This had a positive impact on the education, presentation, and behaviour of her children.

The mother and children also had enough opportunities to practice their religious rituals and cultural events.

Example 3

Supporting a family of settled Travellers with a number of children between ages 1-14yrs with issues around accessing education and employment by:

- Directly working with the children to ascertain wishes and feelings around education and what this means to them
- Having conversations with parents around the importance of education within the Traveller community
- Carrying out research into background of Traveller children accessing further education and Traveller parents accessing employment, and available resources in this area

This support resulted in:

- Family support worker and referral to key working service to help mother manage children's needs
- Ensuring children who have been taken out of mainstream education settings (EHE) to maintain sufficient education at home and to escalate issues to the admissions team for support
- Youngest children are now accessing education full time
- Admissions team are working with the family to ensure eldest children have access to education
- Resources found specifically for travelling families (including settled travellers) to support with developing skills, education, finance, housing and employment