

this policy, a pledge was made to introduce the national Care Leaver Covenant. The Covenant is focused on Care Leavers aged 16-25 to help them live independently, aiming to commit organisations to provide additional support for those leaving care, including commitments from an employment perspective.

- 1.2 The Covenant has been supported by other local authorities and public bodies such as South Hams and West Devon Borough Council, Bath and North East Somerset Council, and the University of Exeter and University of Plymouth.

2.0 The Charter

- 2.1 In agreeing to The Charter put forward, the Council will be making a commitment in the areas of Recruitment, Tracking and Development to Care Leavers in the Mid Devon area. Full details of pledge can be seen in Appendix 1.
- 2.2 Over time this commitment can be reviewed and where appropriate additional measures added or existing measures amended to reflect the employer offering put forward by the Council.
- 2.3 A key commitment made would be focused on our existing recruitment vendors/partners to adopt principles contained within The Charter.

3.0 Conclusion and Recommendations

- 3.1 Our support to Care Leavers in Mid Devon District Council is wide ranging and including a Council Tax reduction policy and free Leisure membership. At present an employment commitment has not been made. The Charter puts in place the opportunity for the Council to take a clear stance.

Financial Implications

Acknowledging the commitments contained within The Charter there will be a requirement to update both process and relevant forms. Additionally acknowledging the possible time spent by employees supporting Care Leavers, such as being assigned as a 'workplace buddy', there will be a cost in terms of staff time.

Legal Implications

By the very nature of The Charter, we will be treating a certain population within Mid Devon differently to the wider population. However whilst being a Care Leaver is not a protected characteristic from an Equality Act (2010) perspective, Devon County Council formally agreed to treat children and young people who have experienced care with protected characteristic status. Nevertheless, supporting Care Leavers is an expectation when considering our corporate parenting role. The Council does already support groups that are not identified under the Equality Act 2010 (e.g. Armed Forces Covenant).

Risk Assessment

Risks have been identified within the legal implications of this paper.

Impact on Climate Change

There are no implications regarding climate change.

Equalities Impact Assessment

EIA screening has been completed and reviewed by the Head of People, Governance and Waste. A full EIA will be completed when reviewing policy.

Relationship to Corporate Plan

The report highlights the opportunity for the Council to support the local population with employment and work experience opportunities

Section 3 – Statutory Officer sign-off/mandatory checks

Statutory Officer: Andrew Jarrett

Agreed by or on behalf of the Section 151

Date: 02 July 2024

Statutory Officer: Maria de Leiburne

Agreed on behalf of the Monitoring Officer

Date: 02 July 2024

Chief Officer: Stephen Walford

Agreed by or on behalf of the Chief Executive/Corporate Director

Date: 02 July 2024

Performance and risk: Steve Carr

Agreed on behalf of the Corporate Performance & Improvement Manager

Date: 01 July 2024

Cabinet member notified: Yes

Report: Exclusion of the press and public from this item of business on the published agenda on the grounds that it involves the likely disclosure of exempt information. No

Appendix: Exclusion of the press and public from this item of business on the published agenda on the grounds that it involves the likely disclosure of exempt information. No

Section 4 - Contact Details and Background Papers

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Telephone: 01884 234203

Background papers:

Care Leavers Covenant

Keep on Caring Policy (2016)

Council Tax Reduction Policy