

## APPENDIX 2

# EQUALITY IMPACT ASSESSMENT/ ANALYSIS

**Adoption Central England  
Regional Adoption Agency Project**

Incorporates

**PL-CSOC-05  
Regional Adoption Agency**

**Warwickshire County Council**

## Equality Impact Assessment/ Analysis (EqIA)

<b>Group</b>	People Group
<b>Business Units/Service Area</b>	Children's & Families
<b>Plan/ Strategy/ Policy/ Service being assessed</b>	Adoption Central England/ Regional Adoption Agency project
<b>Is this is a new or existing policy/service?</b>  <b>If existing policy/service please state date of last assessment</b>	EIA completed 12/04/2016 Reviewed 22/8/16 Reviewed 26/09/17
<b>EqIA Review team – List of members</b>	Michelle Whiting Interim Project Manager Rita Chohan Project manager
<b>Date of this assessment</b>	12/04/2016 Updated 12/08/16 Updated 26/09/17
<b>Signature of completing officer (to be signed after the EqIA has been completed)</b>	
<b>Are any of the outcomes from this assessment likely to result in complaints from existing services users and/ or members of the public?</b> If yes please flag this with your Head of Service and the Customer Relations Team as soon as possible.	No
<b>Name and signature of Head of Service (to be signed after the EqIA has been completed)</b>	Beate Wagner Head of Service Social Care and Safeguarding
<b>Signature of GLT Equalities Champion (to be signed after the EqIA is completed and signed by the completing officer)</b>	Chris Lewington Head of Strategic Commissioning


**A copy of this form including relevant data and information to be forwarded to the Group Equalities Champion and the Corporate Equalities & Diversity Team**





*Working for  
Warwickshire*

# Form A1

## INITIAL SCREENING FOR STRATEGIES/POLICIES/FUNCTIONS FOR EQUALITIES RELEVANCE TO ELIMINATE DISCRIMINATION, PROMOTE EQUALITY AND FOSTER GOOD RELATIONS

 High relevance/priority

 Medium relevance/priority

 Low or no relevance/ priority

**Note:**

1. Tick coloured boxes appropriately, and depending on degree of relevance to each of the equality strands
2. Summaries of the legislation/guidance should be used to assist this screening process

Business Unit/Services:	Relevance/Risk to Equalities																										
State the Function/Policy /Service/Strategy being assessed:	Gender			Race			Disability			Sexual Orientation			Religion/Belief			Age			Gender Reassignment			Pregnancy/ Maternity			Marriage/ Civil Partnership (only for staff)		
	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
ACE/ Regional Adoption Agency Project		x		x			x				x		x			x					x			x			x
Are your proposals likely to impact on social inequalities e.g. child poverty for example or our most geographically disadvantaged communities? <b>The move from local authority adoption services to regional agencies is to enable more children including children for whom it is more challenging to find adopters (who are typically older children , children with additional needs/ disabilities, ethnic backgrounds) to be placed</b>																								YES			
Are your proposals likely to impact on a <b>carer</b> who looks after older people or people with disabilities? <b>If yes please explain how.</b>																								NO			

**Form A2 – Details of Plan/ Strategy/ Service/ Policy**

<b><u>Stage 1 – Scoping and Defining</u></b>	
(1) What are the aims and objectives of Plan/Strategy/Service/Policy?	To make adoption services more efficient and effective for children and their adoptive families by undertaking them on a regional rather than Local Authority basis
(2) How does it fit with Warwickshire County Council’s wider objectives?	<ul style="list-style-type: none"> <li>- Our communities and individuals are safe and protected from harm and are able to remain independent for longer.</li> <li>- The health and wellbeing of all in Warwickshire is protected.</li> <li>- Resources and services are targeted efficiently whether delivered by the local authority, commissioned or in partnership.</li> </ul>
(3) What are the expected outcomes?	To improve the number and range of available adopters to meet the needs of children. To improve the timescales and quality of the adoption service. To be innovative and meet the needs of children and their adoptive families
(4) Which of the groups with protected characteristics is this intended to benefit? (see form A1 for list of protected groups)	This will primarily benefit the children and their adopters or carers with Special Guardianship Orders
<b><u>Stage 2 - Information Gathering</u></b>	
(1) What type and range of evidence or information have you used to help you make a judgement about the plan/ strategy/ service/ policy?	The project and proposed changes are as a result of Government research and policy as stated in Adoption Time for Change DFE 30/4/2016
(2) Have you consulted on the plan/ strategy/ service/policy and if so with whom?	Initial Consultation processes with staff, decision makers and stakeholders took place over March. The project plan has a 2 step decision making process with consultation planned to support main decision points. In our current plan this the DfE have changed the parameters and the decision making points are now December 16 so that there can be a full consultation over January 2017 with a proposed Go Live point of June 2017. There will be an impact on staff but at this point it is not known what the size of staff

	<p>composition for the ACE RAA will be nor the methodology as to the staff that will be employed. These options are being worked up for the detailed January consultation The communication plan will include which groups will be consulted and when. The January consultation will be conducted with staff, managers, decision makers and stakeholders.</p> <p>UPATE – A delay in the project has led to staff engagement and stakeholder consultation events being delivered form July 11- August 11 2017. As part of this staff were invited to complete Indicative preference forms to give an early indication of staffs support of the delivery model and preferred locations.</p>		
(3) Which of the groups with protected characteristics have you consulted with?	<p>We plan to consult with staff and the public once the council has agreed the way forward. Equality monitoring of consultation participants will be undertaken, including consideration of all the protected characteristics.</p> <p>UPDATE – Engagement events were delivered to all staff in scope. This will be followed by a formal consultation following cabinet approval of the RAA in November 2017.</p>		
<b><u>Stage 3 – Analysis of impact</u></b>			
(1) From your data and consultations is there any adverse or negative impact identified for any particular group which could amount to discrimination?  If yes, identify the groups and how they are affected.	<p>RACE No negative impact only positive as the RAA aims to improve adopter numbers for specific race, age and disability groups</p>	<p>DISABILITY No</p>	<p>GENDER No</p>
	<p>MARRIAGE/CIVIL PARTNERSHIP No</p>	<p>AGE NO</p>	<p>GENDER REASSIGNMENT No</p>

	RELIGION/BELIEF No	PREGNANCY MATERNITY No	SEXUAL ORIENTATION NO
(2) If there is an adverse impact, can this be justified?	N/A. Any adverse impact highlighted through consultations will be worked through for resolution		
(3) What actions are going to be taken to reduce or eliminate negative or adverse impact? (this should form part of your action plan under Stage 4.)	There is no negative or adverse impact identified at present but may be subject to change based on feedback through the consultation. UPDATE – There are number of concerns of the location of the Hub particularly by staff currently based in Worcestershire. This impacts 5-8 staff transferring to Hub functions planned to be delivered in Warwickshire. An agreement has been reached to allow flexible working for all staff and requirement for Worcestershire staff to work from Warwickshire to a minimum. The use of technology will assist in staff communicating with Hub based colleagues.		
(4) How does the plan/strategy/service/policy contribute to promotion of equality? If not what can be done?	The RAA is designed to promote equality in that more harder to place children should have the opportunity of adoption		
(5) How does the plan/strategy/service/policy promote good relations between groups? If not what can be done?	The project is designed so that stakeholders are built into the governance of the new RAA and will have a greater say about the design and running of the RAA		
(6) Are there any obvious barriers to accessing the service? If yes how can they be overcome?	No, We are exploring innovative methods so that different groups can access the new service. As well as having services locally we are looking at how technology can enable accessibility.		
(7) What are the likely positive and negative consequences for health and wellbeing as a result of this plan/strategy/service/policy?	Adopters and Carers of children subject to Special Guardianship Orders are, where appropriate, will be offered a range of support in order to meet the child's social, emotional, physical and psychological needs.		

(8) What actions are going to be taken to reduce or eliminate negative or adverse impact on population health? (This should form part of your action plan under Stage 4.)	n/a
(9) Will the plan/strategy/service/policy increase the number of people needing to access health services? If so, what steps can be put in place to mitigate this?	NO
(10) Will the plan/strategy/service/policy reduce health inequalities? If so, how, what is the evidence?	NO

<b><u>Stage 4 – Action Planning, Review &amp; Monitoring</u></b>	The proposals towards the move to a Regional Adoption agency will go for decision December 2016 and March 2017 when the EOI will be reviewed				
If No Further Action is required then go to – Review & Monitoring  (1) Action Planning – Specify any changes or improvements which can be made to the service or policy to mitigate or eradicate negative or adverse impact on specific groups, including resource implications.	EqIA Action Plan				
	<b>Action</b>	<b>Lead Officer</b>	<b>Date for completion</b>	<b>Resource requirements</b>	<b>Comments</b>
	Update EqIA	Project manager	December 2016	Named worker	
	Consultation	Project lead	23 Nov- 23 Dec 2017	Project Admin to co-ordinate	



	Respond to consultation to reach resolution	Project lead	Jan 2018	Project Admin to co-ordinate	Managers to monitor impact
(2) Review and Monitoring State how and when you will monitor policy and Action Plan	The project and move to the RAA is monitored by the Project Board with decisions being made in February 2017 and Oct/Nov 2017				

Please annotate your policy with the following statement:

**'An Equality Impact Assessment/ Analysis on this policy was undertaken on 12/4/16 and was reviewed 22/8/16 the next review is due December 2016  
Reviewed and updated 26/09/17**