

EQUALITY IMPACT ASSESSMENT (EIA)

Title of EIA		Support for foster care households
EIA Author	Name	Barrie Strain
	Position	Head of Revenues and Benefits
	Date of completion	02/02/2026
Director	Name	Barry Hastie
	Position	Director of Finance and Resources S151
Cabinet Member	Name	Cllr R Brown
	Portfolio	Strategic Finance and Resources

PLEASE REFER TO [EIA GUIDANCE](#) FOR ADVICE ON COMPLETING THIS FORM

SECTION 1 – Context & Background

1.1 Please tick one of the following options:

This EIA is being carried out on:

- ☐ New policy / strategy
- ☐ New service
- ☐ Review of policy / strategy
- ☒ Review of service
- ☐ Commissioning
- ☐ Other project (*please give details*)

1.2 In summary, what is the background to this EIA?

This proposal seeks to invest in further support for carers to address recruitment and retention challenges, with the aim of ensuring that our most vulnerable children with complex needs can be supported in foster carer households where appropriate.

1.3 List organisations and people who are involved in this area of work

Coventry Foster Carers
CCC

1.4 Who will be responsible for implementing the findings of this EIA?

Barrie Strain - Head of Revenues and Benefits

SECTION 2 – Consideration of Impact

Refer to guidance note for more detailed advice on completing this section.

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In order to ensure that we do not discriminate in the way our activities are designed, developed and delivered, we must look at our duty to:

- Eliminate discrimination, harassment, victimisation and any other conflict that is prohibited by the Equality Act 2010
- Advance equality of opportunity between two persons who share a relevant protected characteristic and those who do not
- Foster good relations between persons who share a relevant protected characteristic and those who do not

To find out more about local data, please visit the below links:

[Facts about Coventry](#)

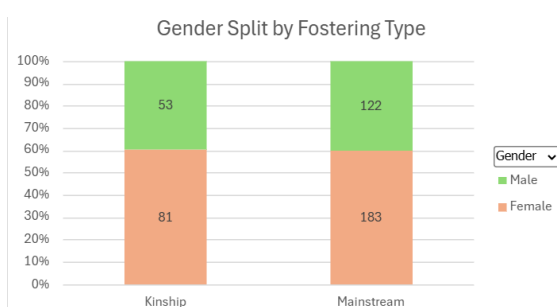
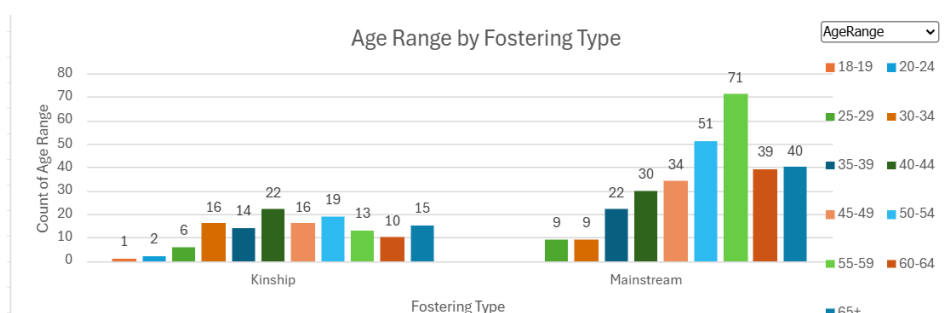
[Census 2021](#)

[Joint Strategic Needs Assessment \(JSNA\)](#)

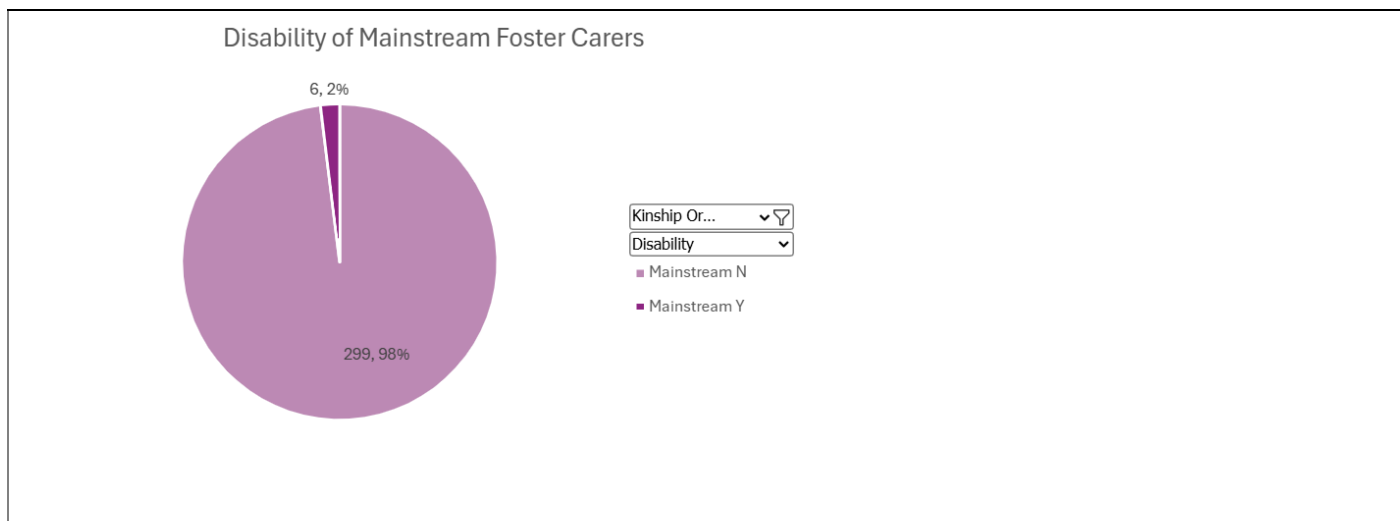
2.1 Baseline data and information to include data on Protected Characteristics, Health Inequalities and Digital Inclusion

Please include a summary of data analysis below, using both your own service level management information and also drawing comparisons with local data where necessary. Where possible, compare your data to local data using: Facts about Coventry; Census 2021; JSNA.

Fosters Carers and Kinship by protected characteristic



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2.2 Please highlight which Marmot Principles does this EIA Support.

1. Give every child the best start in life
2. Enable all children, young people and adults to maximise their capabilities and have control over their lives
3. Ensure a healthy standard of living for all
4. Create fair employment and good work for all
5. Create and develop healthy and sustainable places and communities
6. Strengthen the role and impact of ill health prevention
7. Tackle racism, discrimination and their outcomes
8. Pursue environmental sustainability and health equity

SECTION 3 – Protected Groups

3.1 On the basis of evidence, complete the table below to show what the potential impact is for each of the protected groups.

- Positive impact (P),
- Negative impact (N)
- Both positive and negative impacts (PN)
- No impact (NI)

Protected Characteristic	Impact type P, N, PN, NI	Nature of impact and any mitigations required
Age 0-18	P	By strengthening support for foster carers and kinship, this proposal could contribute to improved stability, continuity of care and better outcomes for children in care through increased availability of local foster placements and having more children living with family.
Age 19-64	P	Foster carers and Special Guardianship Order (SGO) carers will be impacted positively

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		<p>Improved financial support may help sustain placements and contribute to better outcomes for vulnerable children and young people.</p> <p>Extended family may be able to support children who could possibly go into foster care.</p>
Age 65+	NI	
Disability	P	Disabled foster carers, may experience additional financial pressures. Additional financial support may help to mitigate some of these pressures and support carers to continue in their role.
Gender reassignment	NI	
Marriage and Civil Partnership	NI	
Pregnancy and maternity	NI	
Race (Including: colour, nationality, citizenship ethnic or national origins)	P	Foster carers come from both White backgrounds and a wide range of minority ethnic communities. Improved financial recognition may support the recruitment and retention of carers from underrepresented groups, helping to increase the availability of culturally appropriate placements for children.
Religion and belief	NI	
Sex	P	Women are statistically more likely to take foster and kinship care. This proposal may therefore help reduce financial disadvantage experienced by women carers.
Sexual orientation	NI	Improved financial assistance supports independence and reduces financial risk for this group.

3.2 On the basis of evidence, complete the table below to show any impact on the following characteristics which are not specified as protected characteristics but should be considered.

Group	Impact type P, N, PN, NI	Nature of impact and any mitigations required
Care Experienced	P	By strengthening support for foster carers, this proposal could contribute to improved stability, continuity of care and better outcomes for children in care through increased availability of local foster placements or family placements.
Armed Forces	NI	

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Social Economic Groups (low income, poverty, education, unemployment, community safety and social support)	P	The proposal is likely to reduce financial inequality by supporting foster carers from lower income households, improving sustainability of local placements/family placements contributing to better outcomes for children in care.
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SECTION 4 –Next steps

Planned Action	Owner	Timescale

4.2 How will you monitor and evaluate the effect of this work?

Feedback from consultation and monitoring once the policy is implemented

SECTION 5 – Impact on Council Staff

5.1 Will this area of work potentially have an impact on Council staff? Yes/No

If yes

Nature of impact and any mitigation required

n/a

SECTION 6 – Completion Statement

As the appropriate Head of Service for this area, I confirm that the potential equality impact is as follows:

- No impact has been identified for one or more protected groups ☐
- Positive impact has been identified for one or more protected groups ☒
- Negative impact has been identified for one or more protected groups ☐
- Both positive and negative impact has been identified for one or more protected groups ☐
- The potential impact of this proposal on protected groups is not yet known ☐

Before you submit this form - please save your progress and forward the email you receive with any questions to equality@coventry.gov.uk. The team will review your Equality Impact Assessment and provide you with feedback.

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Only click submit if the Equality Impact Assessment has been reviewed and you have been advised to by the equality team.

7.0 Approval

Name of Head of Service: Barrie Strain	Date approved by Head of Service: 02/02/2026
Name of Director: Barry Hastie	Date sent to Director: 02/02/2026