

Equality Impact Assessment Record

EIA Guidance

Please ensure that you have read the Council's EIA Guidance booklet, available on Boris, before starting work on your EIA, it should be read in conjunction with this form. If anything is unclear please contact your departmental equality representative listed below. This form is designed to summarise the findings of your EIA. **Please also keep a record of your other discussions in producing the impact assessment.**

Drafting your EIA

The boxes in this form are designed to expand please ensure that you add data, consultation results and other information to back up any assertions that you make. A draft of this record form must be sent to the Councils Equality Officer Abby Thomas and your departmental equality representative(s) (listed below) who will send you comments on it before it is finalised and signed off by your Chief Officer. This step is important to check the quality and consistency of EIAs across the Council.

Departmental Equality Representatives

ECC	Jane Eaton	SCL	Graham Symonds and Ilona Cowe
CS	Abby Thomas	CXO	Stephanie Boodhna

Publishing

The Council is legally required to publish this EIA record form on the Councils website. Please send a copy of the final version of the EIA record form to the Councils Equality Officer Abby Thomas to publish.

Date of EIA	31.4.2014	EIA Guidance
Directorate	Children, Young People and Learning	Page Ref.
Part One - Initial Screening Record		
1. Activity to be assessed	Statement of Purpose for Fostering Services 2014 – 2015	
2. What is the activity?	<input type="checkbox"/> Policy/strategy x <input checked="" type="checkbox"/> Function/procedure <input type="checkbox"/> Project <input type="checkbox"/> Review <input type="checkbox"/> Service <input type="checkbox"/> Organisational change	
3. Is it a new or existing activity?	<input type="checkbox"/> New x <input checked="" type="checkbox"/> Existing	
4. Who are the members of the EIA team?	Sheila McKeand, Head of Service LAC; Helen Fenton Team Manager Family Placement team; Sarah Roberts Policy and Commissioning Officer	
5. Initial screening assessment. If the answer to either of these questions is 'yes' then it is necessary to go ahead with a full Equality Impact Assessment.	1. Does the activity have the potential to cause adverse impact or discriminate against different groups in the Councils workforce or the community? No 2. Does the activity make a positive contribution to equalities? Yes	
6. Did Part 1: Initial Screening indicate that a full EIA was necessary?	<input checked="" type="checkbox"/> Yes – full EIA completed and recorded below. <input type="checkbox"/> No – full EIA not completed record ends here, please ensure this record is signed by the Chief Officer in box 19 overleaf and then email to abby.thomas@bracknell-forest.gov.uk	
		See Pages 9 - 10

Part Two - Full EIA Record																		
<p>7. Why is a full EIA being completed on the activity? Double click on boxes to check all that apply.</p>	<p>The activity has the potential to have an adverse impact/discriminate against different groups in the community. <input type="checkbox"/></p> <p>The activity makes a positive contribution to equalities X <input checked="" type="checkbox"/></p>	<p>See Pages 9 - 10</p>																
<p>8. Who is the activity designed to benefit/target?</p>	<p>The Fostering Service Statement of Purpose is compiled and updated annually to meet the requirements of the Care Standards Act 2000, Fostering services Regulations 2002 and the National Minimum Standards for Fostering Services 2011</p> <p>The activity is designed for: The statement of purpose is updated annually, taking into account the needs, views and concerns of children, their parents and foster carers, to ensure that there is no adverse or differential impact .</p>	<p>See Page 11</p>																
<p>9. Summarise the information gathered for this EIA including research and consultation to establish what impact the activity has on different equality groups.</p>	<p>The Statement covers practice and policy in the areas relevant to equalities and diversity for both foster children and their carers. The Fostering Service currently supports 49 active fostering households who provide a variety of settings for children with diverse needs. 61 Looked After Children and Young People were placed with Bracknell Forest foster carers at 31.3.13. The service also provides short break foster care for disabled children.</p> <p>Two fostering households have single sex carers.</p> <p>Delivery and receipt of the service is a legal requirement for the Council, the carers and the child(ren), so service users are not selected by choice or preference.</p> <p>A Children in Care council has been in place for several years – this provides a forum for ongoing consultation with those young people who are looked after by the Council.</p> <p>The Foster Carer Association is also consulted on a range of policy and procedural developments.</p>	<p>See Pages 12-13</p>																
<p>10. A) With regard to the equalities themes, which groups does the activity impact upon?</p> <p>B) Might any of these groups be adversely impacted?</p>	<table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th style="text-align: left;">A) Groups Impacted</th> <th style="text-align: left;">B) Groups impacted adversely</th> </tr> </thead> <tbody> <tr> <td>x<input checked="" type="checkbox"/> Race and ethnicity</td> <td><input type="checkbox"/> Race and ethnicity</td> </tr> <tr> <td>x<input checked="" type="checkbox"/> Disability</td> <td><input type="checkbox"/> Disability</td> </tr> <tr> <td>x<input checked="" type="checkbox"/> Gender</td> <td><input type="checkbox"/> Gender</td> </tr> <tr> <td>x<input checked="" type="checkbox"/> Age</td> <td><input type="checkbox"/> Age</td> </tr> <tr> <td>x<input checked="" type="checkbox"/> Sexual Orientation</td> <td><input type="checkbox"/> Sexual Orientation</td> </tr> <tr> <td>x<input checked="" type="checkbox"/> Religion or belief</td> <td><input type="checkbox"/> Religion or belief</td> </tr> <tr> <td><input type="checkbox"/> Other - please specify</td> <td><input type="checkbox"/> Other - please specify</td> </tr> </tbody> </table>	A) Groups Impacted	B) Groups impacted adversely	x <input checked="" type="checkbox"/> Race and ethnicity	<input type="checkbox"/> Race and ethnicity	x <input checked="" type="checkbox"/> Disability	<input type="checkbox"/> Disability	x <input checked="" type="checkbox"/> Gender	<input type="checkbox"/> Gender	x <input checked="" type="checkbox"/> Age	<input type="checkbox"/> Age	x <input checked="" type="checkbox"/> Sexual Orientation	<input type="checkbox"/> Sexual Orientation	x <input checked="" type="checkbox"/> Religion or belief	<input type="checkbox"/> Religion or belief	<input type="checkbox"/> Other - please specify	<input type="checkbox"/> Other - please specify	<p>See Pages 14 -15</p> <p>Double click on the boxes to check all</p>
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<p>If you have not got sufficient information to make a judgement, go to box 17 and list the actions that you will take to collect further information.</p>	<input type="checkbox"/> Other - please specify <input type="checkbox"/> Other - please specify <input type="checkbox"/> Other - please specify	<input type="checkbox"/> Other - please specify <input type="checkbox"/> Other - please specify <input type="checkbox"/> Other - please specify	<p>that apply.</p>
<p>11. What evidence is there to suggest an impact/adverse impact?</p>	<p>The Statement of Purpose reflects the Council's responsibilities to children within the community who are vulnerable due to their family and social circumstances.</p> <p>There is no evidence available to indicate that the Statement of Purpose has an adverse impact.</p>		
<p>12. On what grounds can impact or adverse impact be justified?</p>			<p>See Pages 14 -15</p>
<p>13. Have any examples of good practice been identified as part of the EIA?</p>	<p>The Foster Carers have been supported to set up a foster carers association independent of the Council. This enables them to arrange and develop their own social networking and interest groups and to make representation to the Council about policy and procedures which affect carers and the children they look after.</p> <p>The Participation Officer has developed methods of engaging with a broad range of looked after young people and care leavers which has led to an increase in their participation in staff recruitment and opportunities to express their opinions and views of the services provided to them. A survey of the participation of looked after children was undertaken in December 2011 by LILAC (Leading Improvements for Looked After Children) part of National Voice. Bracknell Forest met all seven standards and was awarded the Kitemark, one of only four authorities in the UK to be awarded this.</p>		<p>See Pages 14 -15</p>
<p>14. What actions are you currently undertaking to address issues for any of the groups impacted/adversely impacted?</p>	<p>The statement of purpose is updated annually, taking into account the needs, views and concerns of children and their foster carers, to ensure that there is no adverse or differential impact.</p>		
<p>15. What actions will you take to reduce or remove any differential/adverse impact?</p> <p>Please also list any other actions you will take to maximise positive impacts.</p>	<p>There is always a shortage of placements for teenagers, for those with more challenging behaviour, for sibling groups, for children from BME groups and for disabled children or those with complex needs. In addition to targeted recruitment for these groups, an extensive training programme is available to foster carers to increase their skills and the quality of care they offer. Additional support from the Child & Adolescent Mental Health Service is in place.</p>		<p>See page 16</p>
<p>16. Into which action plan/s will these actions be incorporated?</p>	<p>The statement of purpose is a legal requirement and is part of the overall strategy for permanency, placement, and care of looked after children.</p>		

Annex 3

17. Who is responsible for the action plan?	Sheila McKeand Head of Service Looked After Children	
18. Chief Officers signature.	Lorna Hunt Signature.....Lorna Hunt.....	
19. Which PMR will this EIA be reported in?	Annually in the first quarter	