

## 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.

<b>Date of EIA</b>	30.04.2014	<b>EIA Guidance</b>
<b>Directorate</b>	Children, Young People & Learning	<b>Page Ref.</b>
<b>Part One - Initial Screening Record</b>		
<b>1. Activity to be assessed</b>	<b>Statement of Purpose for Adoption Service 2014 - 2015</b>	<b>See Pages 9 - 10</b>
<b>2. What is the activity?</b>	<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	
<b>3. Is it a new or existing activity?</b>	<input type="checkbox"/> New    x <input checked="" type="checkbox"/> Existing	
<b>4. Who are the members of the EIA team?</b>	,	
<b>5. Initial screening assessment.</b>	1. Does the activity have the potential to cause adverse impact or discriminate against different groups in the Councils workforce or the community?  No. <span style="background-color: #cccccc; display: inline-block; width: 150px; height: 1em;"></span>  2. Does the activity make a positive contribution to equalities?  Yes <span style="background-color: #cccccc; display: inline-block; width: 150px; height: 1em;"></span>	
<b>6. Did Part 1: Initial Screening indicate that a full EIA was necessary?</b>	<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 <a href="mailto:abby.thomas@bracknell-forest.gov.uk">abby.thomas@bracknell-forest.gov.uk</a>	

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<b>Part Two - Full EIA Record</b>		
<p><b>7. Why is a full EIA being completed on the activity? Double click on boxes to check all that apply.</b></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 type="checkbox"/></p>	<p><b>See Pages 9 - 10</b></p>
<p><b>8. Who is the activity designed to benefit/target?</b></p>	<p><b>The purpose of the activity is to:</b>  Meet the requirements of 'The Local Authority Adoption Service (England) Regulations 2003' and the 'National Minimum Standards' for Local Authority Adoption Services in England to produce an annual 'Statement of Purpose' by each Adoption Agency.</p> <p>The Statement of Purpose sets out the aims and objectives of the Adoption Agency and the services and facilities to be provided by the Adoption Agency.</p> <p><b>The activity is designed for:</b>  To ensure that information about the Adoption Agency contained within the 'Statement of Purpose' is provided to Ofsted and made available upon request to anyone involved with the Adoption Service. This includes anyone working for the purposes of the Adoption Service, children who may be adopted, their parents or guardians, adoptive parents and prospective adopters and adopted persons.</p>	<p><b>See Page 11</b></p>
<p><b>9. Summarise the information gathered for this EIA including research and consultation to establish what impact the activity has on different equality groups.</b></p>	<p>All enquiries about adoption are welcomed without prejudice; however any recruitment plans must take account of the agency priorities, past trends, anticipating needs of the children, information from research and the Adoption register.</p> <p>The agency's long term objective is to improve the agency's capacity to increase the social and cultural diversity of its pool of prospective adopters in order to meet the needs of children being placed for adoption. This may mean that at times the adoption applications may not be accepted because they do not have the potential to meet the specific needs of children requiring placement.</p> <p>The numbers of children with a plan for adoption has risen significantly over the past three years. This increase reflects the national trend and relates to the growing evidence of the impact of neglect on the long term outcomes of children. At the end of March 2014, there were 17 children with a plan for adoption. Healthy infants are placed in permanent homes relatively quickly. However children for whom it is hard for us to find adoptive</p>	<p><b>See Pages 12-13</b></p>

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	<p>placements tend to be sibling groups, children over the age of 5, disabled children and children from BME backgrounds. The targets for recruiting adopters are incorporated into the Family Placement Team's Recruitment and Publicity Plan and reviewed annually.</p> <p>The Adoption Service was inspected by Ofsted in March 2012 and the overall judgement was satisfactory. The inspection report stated that the agency demonstrates an excellent commitment to supporting children adopters and birth families and that the promotion of equality and diversity is good.</p>		
<p><b>10. A) With regard to the equalities themes, which groups does the activity impact upon?</b></p> <p><b>B) Might any of these groups be adversely impacted?</b></p> <p><b>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.</b></p>	<p><b>A) Groups Impacted</b></p> <p><input checked="" type="checkbox"/> Race and ethnicity  <input checked="" type="checkbox"/> Disability  <input checked="" type="checkbox"/> Gender  <input checked="" type="checkbox"/> Age  <input checked="" type="checkbox"/> Sexual Orientation  <input type="checkbox"/> Religion or belief  <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>	<p><b>B) Groups impacted adversely</b></p> <p><input type="checkbox"/> Race and ethnicity  <input type="checkbox"/> Disability  <input type="checkbox"/> Gender  <input type="checkbox"/> Age  <input type="checkbox"/> Sexual Orientation  <input type="checkbox"/> Religion or belief  <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>	<p><b>See Pages 14 -15</b></p> <p><b>Double click on the boxes to check all that apply.</b></p>
<p><b>11. What evidence is there to suggest an impact/adverse impact?</b></p>	<p>The Statement of Purpose identifies the potential impact,</p> <p>As of end of March 2014 there were nine children awaiting adoption. Ten children had adoption orders granted during the year. All are of white British origin.</p> <p>Twenty applications were approved as prospective adopters during 2013/14. Applications were received from single sex couples, and mixed heritage. There have been no applications from disabled adults.</p>		
<p><b>12. On what grounds can impact or adverse impact be justified?</b></p>	<p>All enquiries about adoption are welcomed. If adoptive families for hard to place groups cannot be found within the Berkshire consortium, then placements are sought across a larger geographical area. Children who are identified as difficult to place, due to their age, disability or other reason, will have their profile circulated to wider forum at the earliest possible stage.</p>		<p><b>See Pages 14 -15</b></p>
<p><b>13. Have any examples of good practice been</b></p>	<p>The Adoption Service was inspected by Ofsted in March 2012 and the overall judgement was satisfactory. The inspection</p>		

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<p>identified as part of the EIA?</p>	<p>report stated that the agency demonstrates an excellent commitment to supporting children adopters and birth families and that the promotion of equality and diversity is good.</p>	<p><b>See Pages 14 -15</b></p>
<p>14. What actions are you currently undertaking to address issues for any of the groups impacted/adversely impacted?</p>	<p>A formal review of the Statement of Purpose takes place annually and this is a legal requirement.          Children with a plan for adoption waiting for a placement are reported quarterly in the PMR.          The Corporate Parenting Advisory Panel scrutinises activity, performance and services in relation to looked after children.          The Berkshire Adoption Advisory Service also produces an annual report.</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>The actions are defined by the annual Statement of Purpose. Advertising and information emphasises the opportunity for applications from diverse groups</p>	<p><b>See page 16</b></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 planning for looked after children who are unable to be cared for by their parents.</p>	
<p>17. Who is responsible for the action plan?</p>	<p>Sheila McKeand, Head of service, Looked After Children</p>	
<p>18. Chief Officers signature.</p>	<p>Lorna Hunt</p> <p>Signature.....</p>	
<p>19. Which PMR will this EIA be reported in?</p>	<p>Annually in first quarter</p>	