




# Equality Impact Assessment (EqIA)

## Introduction

This EqIA is for:	Regionalised Adoption Agency Project	
Details are set out:	Regionalised Adoption Agency Project PID	
Officers undertaking the assessment:	Tara Pasque, Interim Programme Manager, Children's Services	
Assessment approved by:	Steve Edwards, Service Director, Youth, Families & Social Work 	Date: 20/09/2018

The Public Sector Equality Duty which is set out in the Equality Act 2010 requires public authorities to have due regard to the need to: Eliminate unlawful discrimination, harassment and victimisation; Advance equality of opportunity between people who share a protected characteristic and those who do not; Foster good relations between people who share a protected characteristic and those who do not.

The purpose of carrying out an Equality Impact Assessment is to assess the impact of a change to services or policy on people with protected characteristics and to demonstrate that the Council has considered the aims of the Equality Duty.

## Part A: Impact, consultation and proposed mitigation

### 1 What are the potential impacts of proposal? *Has any initial consultation informed the identification of impacts?*

<p>This proposal seeks to create a Regional Adoption Agency (RAA), made up of four partner Local Authorities, with NCC as the host Authority. The partners are Derbyshire County Council, Derby City Council, and Nottingham City Council.</p> <p>The aim of the RAA is to derive efficiencies from joined-up working in order to improve outcomes for children who are going to be adopted.</p> <p>There are no perceived negative impacts for protected groups.</p> <p>Children for who adoption has been agreed as their permanence plan will see positive impact in terms of adopter matching and timescales. Matching criteria can include age, disability, race, religion &amp; gender. By extending the pool of potential adopters matching criteria are more likely to be met.</p> <p>Consultation will take place during the Autumn. However, feedback is likely to focus on the staffing and operation of the RAA.</p>
--

### 2 Protected Characteristics: Is there a potential positive or negative impact based on:

Age	<input checked="" type="checkbox"/> Positive	<input type="checkbox"/> Negative	<input type="checkbox"/> Neutral Impact
Disability	<input checked="" type="checkbox"/> Positive	<input type="checkbox"/> Negative	<input type="checkbox"/> Neutral Impact
Gender reassignment	<input type="checkbox"/> Positive	<input type="checkbox"/> Negative	<input checked="" type="checkbox"/> Neutral Impact
Pregnancy & maternity	<input type="checkbox"/> Positive	<input type="checkbox"/> Negative	<input checked="" type="checkbox"/> Neutral Impact
Race <small>including origin, colour or nationality</small>	<input checked="" type="checkbox"/> Positive	<input type="checkbox"/> Negative	<input type="checkbox"/> Neutral Impact
Religion	<input checked="" type="checkbox"/> Positive	<input type="checkbox"/> Negative	<input type="checkbox"/> Neutral Impact
Gender	<input checked="" type="checkbox"/> Positive	<input type="checkbox"/> Negative	<input type="checkbox"/> Neutral Impact
Sexual orientation <small>including gay, lesbian or bisexual</small>	<input type="checkbox"/> Positive	<input type="checkbox"/> Negative	<input checked="" type="checkbox"/> Neutral Impact

**3 Where there are potential negative impacts for protected characteristics these should be detailed including consideration of the equality duty, proposals for how they could be mitigated (where possible) and meaningfully consulted on:**

N/A		
-----	--	--

**Part B: Feedback and further mitigation**

**4 Summary of consultation feedback and further amendments to proposal / mitigation**

Completed EqlAs should be sent to [equalities@nottsc.gov.uk](mailto:equalities@nottsc.gov.uk) and will be published on the Council's website.