




# Equality Impact Assessment (EqIA)

## Introduction

This EqIA is for:	CF19-05b Development of the Fostering Service		
Details are set out:	CF19-05b Development of the Fostering Service		
Officers undertaking the assessment:	Tara Pasque, Programme Manager, Chief Executive's Department		
Assessment approved by:	Steve Edwards, Service Director, Youth, Families & Social Work  	Date:	12 <sup>th</sup> December 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?*

The proposed changes will result in a Fostering Service which is flexible, outcome-focused and child-centric.

There will be a positive impact on children who are currently or would otherwise have been placed with Independent Fostering Agencies or in residential care when their needs could be met in internal fostering. This will apply to children both with and without disabilities.

Discretionary consultation is taking place with service colleagues and foster carers to co-produce a positive support offer and recruitment approach.

### 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 type="checkbox"/> Positive	<input type="checkbox"/> Negative	<input checked="" type="checkbox"/> Neutral Impact
Religion	<input type="checkbox"/> Positive	<input type="checkbox"/> Negative	<input checked="" type="checkbox"/> Neutral Impact
Gender	<input type="checkbox"/> Positive	<input type="checkbox"/> Negative	<input checked="" 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:**

How do the potential impacts affect people with protected characteristics <i>What is the scale of the impact?</i>	How might negative impact be mitigated or explain why it is not possible	How will we consult
n/a		

**Part B: Feedback and further mitigation**

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

Discretionary consultation took place from November 2018 to December 2018 with service colleagues and foster carers to co-produce a positive support offer and recruitment approach. Their feedback has been collated and a number of areas of focus have emerged, such as:

- The development of a core set of principles for the fostering service
- Recruitment and assessment – existing carers have shared their experiences which has informed the way we will recruit and assess future carers
- Support – carers have told us what kind of support provision is really valued and that what is effective is preventing placement issues

This feedback will help us to inform the way that we will recruit and assess future carers, and the fees, benefits and support that we provide to them.

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