

The purpose of this initial assessment is to analyse whether a new or substantially revised policy, strategy, function or budget proposal is likely to have significant negative impact in terms of equality and therefore require a full Equality Impact Assessment (Stage 2). *If you are already aware that a full assessment is required, there is no need to complete Stage 1.*

| | | | |
|--|--|--|--|
| Group: Care Wellbeing and learning | Service: Children and Families | Section: Looked After Children | Officer responsible for assessment: |
| Support officers: Jill Little Service manager looked after children Elaine Devaney Service director | | Completion date: 7/9/2018 | |
| | | Review date: 7/9/2019 | |
| (1) Name & purpose of the policy, strategy, function or budget proposal: | The Regional Adoption Agency (RAA) will provide a greater pool of adopters so that children will have a better chance of being matched with a family which can meet their needs; and the number of children placed for adoption will increase. The Regional Adoption Agency (RAA) will provide a greater pool of adopters so that children will have a better chance of being matched with a family which can meet their needs; and the number of children placed for adoption will increase. To make adoption services more efficient and effective for children and their adoptive families by undertaking them on a regional rather than Local Authority basis Our communities and individuals are safe and protected from harm and are able to remain independent for longer. | | |
| Briefly describe the aims, objectives and purpose of the policy/function or budget proposal | - Resources and services are targeted efficiently whether delivered by the local authority, commissioned or in partnership. | | |

| | |
|---|--|
| | <p>The proposal affects 8 staff. Appropriate TUPE arrangements are in place. Guidance from personnel was sought during the development of this proposal. Unions have been consulted in relation to the development of RAA. In relation to any subsequent changes with implications for staff the Council's employment, secondment, redundancy and TUPE policies will be adhered to.</p> <p>The project and move to the RAA is monitored by the Project Board with decisions being made on the infrastructure of the new agency.</p> <p>The RAA is expected to improve the successful placement of children with adoptive parents; this includes children with disabilities and children from BME backgrounds and other protected characteristics under the Equality Act 2010.</p> |
| <p>(2) Is this new or existing?</p> | <p>The regional adoption agency is a new organisation.</p> |
| <p>(3) Who are the main customer groups affected by this policy, strategy, function or budget proposal and has there been prior consultation undertaken?</p> | <p>This will primarily benefit the children and their adopters</p> <p>The RAA is designed to promote equality in that children with complex needs will have more placement choice should have the opportunity of adoption</p> <p>The proposals will be presented to Gateshead Council Cabinet in September 2018. Upon the outcome of cabinet decision. The Adoption agency anticipate if agreement is given to go live in December 2018.</p> <p>Adoptive parents and adopted service users have received briefings and been consulted They will be given the support necessary to meet any needs linked to the protected characteristics such as religion, race, culture and language.</p> <p>Where specific needs are identified then the RAA has the capacity to arrange for appropriate training for the adoptive parents, and to ensure support from the relevant services e.g. children with disabilities team, SENCO additional needs assessments etc.</p> |

(4) Using the table below please consider the impact of the policy, strategy, function or budget proposal on the protected characteristics as identified in the Equality Act 2010. If you have identified negative impact then a full EIA will need to be completed. Please note Question 5 should be answered in relation to impact on employees.

| Protected Characteristics | Assessment of Potential Impact (delete as appropriate) | Reason for this Assessment | Are there any mitigating circumstances? |
|---------------------------------------|---|-----------------------------------|--|
| Age | Positive/Negative/Neutral | neutral | |
| Disability | Positive/Negative/Neutral | neutral | |
| Race | Positive/Negative/Neutral | neutral | |
| Gender (includes gender reassignment) | Positive/Negative/Neutral | neutral | |
| Pregnancy & Maternity | Positive/Negative/Neutral | neutral | |
| Sexuality | Positive/Negative/Neutral | neutral | |
| Religion or belief | Positive/Negative/Neutral | neutral | |
| Marriage & civil partnership | Positive/Negative/Neutral | neutral | |

(5) Impact on Council Employees

Please indicate which of the protected characteristics your assessment has identified as being of relevance:

| | | | | | | | |
|-----------------------|-------------------------------------|------------|--------------------------|--------------------|--------------------------|-----------------------------------|--------------------------|
| Age | <input type="checkbox"/> | Disability | <input type="checkbox"/> | Race | <input type="checkbox"/> | Gender (inc. gender reassignment) | <input type="checkbox"/> |
| Pregnancy & Maternity | <input type="checkbox"/> | Sexuality | <input type="checkbox"/> | Religion or belief | <input type="checkbox"/> | Marriage & civil partnership | <input type="checkbox"/> |
| None | <input checked="" type="checkbox"/> | | | | | | |

Reason:

Adoption can affect all parts of society. The assessment has considered any potential impact on all of the effected council employees/

(6) Evidence and Engagement

Please use this section to detail the information that you have considered to assess the service for its relevance to equality eg data, research, engagement etc.

Consultation processes with staff, decision makers and stakeholders taken place over the last year. In our current plan this the DfE have a full consultation over the last 12 months has been completed. There is an impact on staff regarding travelling distance which for some staff will be further.

The communication plan has been implemented as part of the consultation process. The consultation has been conducted with staff, managers, decision makers and stakeholders.

There is no negative or adverse impact identified at present but may be subject to change based on feedback through the consultation. UPDATE – There are number of concerns of the location of the Hub particularly by staff currently based in Worcestershire. This impacts 5-8 staff transferring to Hub functions planned to be delivered in Warwickshire. An agreement has been reached to allow flexible working for all staff and requirement for Worcestershire staff to work from Warwickshire to a minimum. The

(7) Should this policy, strategy, function, or budget proposal proceed to a Stage Two EIA?

No

If yes is this because:

1. Negative impact identified
2. Need better monitoring data
3. Need other information
4. Possibility to promote equal opportunities and good inter-group relations.

Date Stage Two EIA to commence:

Target date for completion of Stage Two EIA:

SIGNED: Jill Little
Completing Officer

SIGNED: Elaine Devaney
Service Director

SIGNED:
Strategic Director

Once completed, please forward to Jane Bench in the Policy, Transformation and Communications Service for evaluation.