

Equality Impact Assessment

Title:	Adoption & Fostering Policy	
Version:	1.0	
Date of draft:	December 2017	
Date approved by Equalities Group	14 June 2018	

Section 1A: Overview

Name of Policy, Procedure, Practice, Strategy or Service:	Adoption & Fostering Policy
Service, Group, Team:	Resources, Personnel
Equality Assessment Lead Officer:	Jo Watts
Head of Service	Jennifer Browne

1B: Please state the intended outcomes of the policy	How will you know these have been achieved? <i>What performance monitoring is in place?</i>
<p>To ensure that all employees are aware of the adoption and fostering policy and understand their eligibility to access adoption/fostering leave and pay in accordance with statutory requirements.</p>	<p>Employee satisfaction in the process.</p> <p>Employees exercising their right to take adoption/fostering leave and access statutory pay if eligible to do so.</p> <p>Avoidance of legal challenges.</p>

Section 2A: The policy. How will the policy/plan/strategy impact on residents, visitors, businesses or other agencies that we work with? <i>What work has been undertaken to advise these groups about the changes planned in the policy/plan/strategy?</i>
<p>The policy will impact on Erewash Borough Council employees who are about to become parents, or have recently become, parents whether by adoption or fostering.</p> <p>Consultation has been undertaken with the recognised Trade Unions.</p>

2B: What needs is the policy/service designed to meet? <i>You could also refer to your current Service Plans and how the policy/service fits into EBC's Corporate Plan Priorities. How does the policy, procedure, practice, strategy or service align with Corporate Priorities</i>
<p>The purpose of the policy is to set out the rights of Erewash Borough Council employees in relation to their entitlement to adoption leave and pay</p>

when adopting and fostering in the UK. The policy advise employees on the following:

- The criteria for entitlement to adoption leave
- Qualifying for statutory adoption pay
- The notice requirements for taking adoption leave
- Time off for adoption appointments
- Their rights during adoption leave
- Returning to work after adoption leave

- The notification requirements for fostering a child/children
- Taking time off to care for the foster child/children
- Their statutory right to parental leave (if applicable)
- Requesting flexible working

- That adoption leave rights also extend to surrogacy.

The policy contributes to the corporate priority of being “A well run efficient council”.

2C: Is the service provided subject to any element of outsourcing? *Is the service delivered in part, or in its entirety by an outside company or organisation? If challenged about a service delivered on our behalf you must show that the organisation meets the expectations with regard to equalities in its customer service and recruitment and retention of staff.*

N/A

Section 3A: Gathering Information

What equality monitoring information do you gather and how is this information used to develop services, functions and policies at the current time. *You could look at the take up of services, customer satisfaction (complaints and*

compliments) and enforcement action.

This is a new Policy and no monitoring information has been gathered at this point. We will monitor the take up of this policy once implemented.

3B: What does available data and the results of any consultations show about the take up of services? What is the impact on different groups? (qualitative and quantitative). *You could look at previous community consultation exercises, customer reviews, census data, staff feedback etc. Does your consultation identify responses by protected characteristic or identify particular community and voluntary groups that you worked with.*

Remember: by law you are required to be able to demonstrate, through data analysis and evidence, that you have considered the impact of your service on **ALL** of the relevant protected groups. This document is just a short summary of this process and a tool to help you to check that you have taken the Equality Act 2010 and the Council's equality objectives into consideration.

See 3A above

Section 4: Impact Assessment *Here you need to analyse the needs of different groups and the possible impacts the service may have on them. How is the policy or decision likely to affect the **promotion of equality** and the **elimination of discrimination** in each of the groups?*

Stake Holder Group	Is this group likely to be affected in a positive way?	In what way will they be affected?	Is this group likely to be affected in a negative way?	In what way will they be affected?
Age (older people, young people)	Yes	Allows employees of all ages to be aware of the benefits and leave they can receive in relation in fostering/adoption, subject to policy		

		requirements.		
People with Disabilities (Both physical and mental impairments)	Yes	Available to all regardless of disabilities, subject to policy requirements.		
Gender (Women, Men, Transgender, Transsexuals)	Yes	Available to all regardless of gender subject to policy requirements		
Race (Black, Asian, Minority Ethnic groups. Include people whose first language is not English)	Yes	Available to all regardless of race subject to policy requirements.		
Sexual Orientation	Yes	Available to all regardless of sexual orientation subject to policy requirements.		
Religion and belief	Yes	Allows employees of all religions and beliefs to be aware of the benefits and leave they can receive in relation in fostering/adoption, subject to policy requirements.		
Dignity, Human Rights and Socio-economic disadvantage	Yes	Available to all employees subject to policy requirements.		
Marriage and Civil partnerships	Yes	Available to all employees subject to policy requirements.		
Pregnancy and maternity/paternity	Yes	Available to all employees subject to policy requirements.		

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Section 5A: Actions How will you monitor the ongoing effect of the policy/strategy/plan?	When will this be undertaken?	Expected outcomes / performance measures	Which Corporate Plan aim will this action meet?
Monitor take up of policy	Ongoing		

5B: If you have identified any negative impacts on any of the groups in section 4 how will you mitigate the effect?					
Negative impact	Action required to mitigate any potential negative impact	Outcome / performance measure	Lead Officer – who will the monitoring of this action be reported to?	Date that the monitoring will be undertaken, how often will it be done?	Which of the current Equality Objectives does this action meet? (State number *)

*The objectives are:

1. **Provide a welcoming and safe place for our communities, visitors and businesses which embraces equality and is free from discrimination.**
2. **Provide relevant services that are free from discrimination and delivered in a way that is responsive and accessible.**
3. **Understand and value the diversity of our communities through community engagement**
4. **Foster an accessible and inclusive working environment for all our staff and strive to achieve a workforce that is representative and diverse.**