

EQUALITY IMPACT ASSESSMENT AND ANALYSIS (EqIAA) FORM

This form is in place in order to guide staff members through a robust EqIAA process. The council has a statutory duty to conduct EqIAAs and this form has been designed to take full account of the requirements of this statutory duty. Each question contained within this form **must** be **fully** addressed (unless otherwise stated). It is noted that all completed EqIAA forms are publicly available documents and therefore, it is important to respect this when inserting your text e.g. use minimal jargon, clear explanations etc.

Overall, the council has a duty to fully consider the implications for equality in respect of all its 'Functions'. The term 'Functions' needs to be understood broadly to embrace the full range of functions, activities, policies, procedures and decisions for which the council is responsible.

Name of Function under consideration:	Adoption and special guardianship services
Is this Function 'Major', 'Minor yet likely to have a major impact' or 'Neither'	Major
Date(s) of completing the EqIAA:	June 2016 December 2016
Name and job title(s) of person(s) completing the EqIAA:	Stuart Babbage (Adoption West Project Manager)

SECTION 1 – INTRODUCTORY INFORMATION

1. What is the main purpose of the Function?

The project aims to combine the adoption and special guardianship services of 6 local authorities in the west of England (Bath & North East Somerset, Bristol, Gloucestershire, North Somerset, South Gloucestershire, Wiltshire). Adoption and special guardianship services recruit, assess, approve and support prospective adopters, match children waiting for adoption with adopters and support adoptive/ special guardianship placements. Adoption West is likely to provide some functions in respect of SGO assessment and support but the degree to which that is encompassed into the RAA and what form this will take will be agreed as part of a second phase. Special Guardianship Orders (SGO) are made within private or public law proceedings and provide a legal framework for a child or young person to live with person's who are not their parent's. A Special Guardianship Order made in favour of a connected adult to the child confers onto that adult parental responsibility.

2. List the main activities of the Function:

Adoption West RAA will bring together the recruitment, assessment, matching and permanence support services across the six local authorities and establish formal arrangements with voluntary sector partners in order to provide the following services. Where references are made to adoption / adopters this also relates to special guardianship orders / special guardians.

1. For the child/ren:

- a. Family finding – shared responsibility with LAs and VAAs
- b. Matching – providing a range of options for selection
- c. Introductions
- d. Specialist work to prepare the child for adoption
- e. Supporting the life story work with the child (Pre-adoption life story work will be completed by LA with support, training, guidance from RAA)
- f. Development of staff through supervision and training
- g. Early identification of potential for adoption – tracking of needs
- h. Challenge regarding timescales to ensure swift planning for children

- i. Review and inform sibling attachment assessments and advise the LA
- j. Oversight of concurrent/foster to adopt placements
- k. There is also potential to develop the RAA role in providing quality assurance on aspects of the child's journey, providing a greater level of challenge to custom and practice and, providing concurrency services
- l. Counselling and support in accessing birth records and liaison with LA that holds the file

2. For adopters:

- a. Family finding for adopters
- b. Marketing campaigns
- c. Assessment of adopters
- d. Role in introductions, adoption support assessments, adopter training
- e. Court process for adoption applications
- f. Support and supervision of placements
- g. Matching
- h. Panel and ADM
- i. Recruitment activity
- j. Provision of information
- k. Preparation groups
- l. Feedback from adopters
- m. Work with adoption link / and other providers.
- n. Services for post adoption contact
- o. Step-parent adoption assessments
- p. The arrangement of inter-country adoption

3. Adoption support for families:

- a. Creation and review of support plans
- b. Re-assessment of support needs as required
- c. Creation of a menu of support and ability to tailor support and commission
- d. Create and maintaining clear criteria for support – tiered approach
- e. Advertising the availability of support
- f. Commissioning support (including bespoke packages)
- g. Provision of training
- h. Direct provision of adoption support
- i. Coordinate health, psychological and therapeutic support services
- j. Seeking innovation, new income streams
- k. Planning support based on the need – analysis and review
- l. Contact – including letter box
- m. Intermediary services
- n. Birth relative counselling and support
- o. Creating and supporting an adoption community
- p. Support to Adult Adoptees
- q. Complaints

4. For the Regional Adoption Agency

- a. Strategic development and promotion of adoption including senior level influence with key

stakeholders

- b. Relationship building and working arrangements / good practice with courts and other agencies
- c. Innovation and continuous improvement

5. Outside of scope

- a. The child's journey up to the point at which the decision that the child should be placed for adoption is made (local authorities)
- b. Timely agency decision maker (ADM) decision making for children (local authorities)
- c. The provision of post adoption financial allowances (local authorities – based on single agreed approach across all LAs))
- d. Duty to fund post adoption support for children (local authorities – subject to consideration of forecasting and agreement on funding model)
- e. Storage and retrieval of a child's file (remain with the placing local authority, as with all children looked after files that LAs are required to retain, but initial contact and process managed with RAA involvement and support)

3. Who are the main beneficiaries of the Function?

- Children looked after with adoption and special guardianship as the plan for permanence
- Children who have been adopted or placed for adoption
- Prospective adopters and approved adopters / special guardians
- Birth relatives of children who are or will be adopted
- Adopted adults

4. How is the overall success of the Function measured?

Volumes / percentages:

Children

- Number of placement orders granted
- Number of children matched with adoptive families
- Number of children placed with adoptive families
- Number of children adopted
 - Aged under 5 / over 5 years old, Female / Male, BME, Disability, Sibling group
- Number of children with a placement order waiting to be placed
 - Aged under 5 / over 5 years old, Female / Male, BME, Disability, Sibling group
- Number of children with a placement order but not yet placed (18 months or more since entering care)
 - Aged under 5 / over 5 years old, Female / Male, BME, Disability, Sibling group
- Number of children with a decision but not yet placed

Adopters

- Number of adoptive families approved within 6 months of registration / after 6 months of registration
- Number of adoptive families matched within 3 months of approval / after 3 months of approval
- Number of prospective adopter registrations
- Number of prospective adopter approvals
- Number of adoptive families matched to children
- Number of adoptive families with children placed with them
- Number of adoption orders granted

Timeliness of placements, adopter recruitment process

Children

- Average number of days between a child entering care and moving in with adoptive family
- Average length of time spent waiting (since entering care) for those with a placement order not yet placed (days)
- Average time between an LA receiving court authority to place a child and the LA deciding on a match to an adoptive family

Adopters:

- Average number of days between registration and approval for new approvals
- Average number of days between approval and match for new matches
- Average number of days between registration and match for new matches
- Average number of days between enquiry and the start of Stage 1 for new approvals
- Average number of days for Stage 1 for new approvals
- Average number of days between the end of Stage 1 and the start of Stage 2 for new approvals
- Average number of days for Stage 2 for new approval
- Number of prospective adopters not yet approved
- Number of approved adopters waiting to be matched with children

Outcomes

- Outcomes for adopted children (e.g. education, health)
- Adoption breakdowns
- Service user feedback / satisfaction

5. What equality monitoring systems are in place to carry out regular checks on the effects of the Function on equality groups? (NB. If no equality monitoring systems are currently in place, the need for implementing a monitoring system should be considered and details given in Section 4 of this form).

Equality monitoring systems exist in each local authority adoption service with teams recording and reporting data about the children placed and the prospective and approved adoptive families supported. This is currently done in various ways by different local authorities. This project

6. What are your equality related performance indicators/measure of success for this Function?

As outlined in section 4 above there are a number of equality related indicators used to measure the success of this function.

Essentially the equality related performance of the service will be measured by the:

- Numbers and percentages of children placed for adoption by age group, gender, ethnicity, disability and part of a sibling group compared to local populations and regional / national data. This includes an analysis of the numbers/percentages waiting to be placed and actually placed / supported.
- Numbers and percentages of adopters supported by age, gender, sexual orientation, ethnicity, disability.
- Feedback and user satisfaction analysed by equality groups indicators

SECTION 2 – INITIAL ASSESSMENT OF IMPACT

7. Use the following table to indicate where you think that the Function could have a negative impact on any of the following groups (i.e. it could disadvantage them), where you think that the Function could have a positive impact on any of the groups and contribute to promoting equality of opportunity or improving relations with equality groups, where you think there is no impact or where you are unsure of impact.

Equality Group	Negative Impact	Positive Impact	No Impact	Unsure of Impact	Reason(s)* (at this stage, list the reason(s) as identified by person(s) completing this EqlAA)
Women/Girls	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Service users - The RAA will aim to increase the potential for children to be adopted regardless of gender Staff - The staff group is predominantly female. Any changes to service delivery through adoption west would therefore impact on this group. Extensive consultation is planned with all staff across the adoption west councils and will need to take into account any additional caring responsibilities of staff during consultation and engagement
Men/Boys	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	
Lesbians, gay men & bisexuals	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>		Service users - The RAA will continue the current efforts of LAs in recruiting, assessing and supporting LGBT adopters. Support services will be available recognising the specific needs of LGBT adopters. Staff - The majority of staff have not declared their sexual orientation. The proposals will have a neutral impact on this group, the consultation will enable staff regardless of their sexual orientation to shape the adoption west plans.
Transgender people	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Service users - As above Staff - No staff report they are transgender or have undergone gender reassignment. The proposals and consultation will have a neutral impact on this group.
White people (including Irish people)	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Service users - By expanding the immediate pool of potential adopters and improving processes, the RAA aims to increase potential matches and improve the timeliness of adoption for all children. This change will potentially have the biggest positive impact for BAME children who
Asian or Asian British people	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
Black or Black British people	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	

Equality Group	Negative Impact	Positive Impact	No Impact	Unsure of Impact	Reason(s)* (at this stage, list the reason(s) as identified by person(s) completing this EqlAA)
People of mixed heritage	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	historically have waited longer to be placed. Staff - Staff in the adoption service reflect a range of BME backgrounds. The majority of staff are white British. The proposals and consultation will have a neutral impact on staff from BME groups.
Chinese people	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
Travellers (gypsy/Roma/Irish heritage)	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
People from other ethnic groups	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
Disabled People:					
Physical impairment, e.g. mobility issues which mean using a wheelchair or crutches.	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Service users - By expanding the immediate pool of potential adopters and improving processes, the RAA aims to increase potential matches and improve the timeliness of adoption for all children. This change will potentially have the biggest positive impact for disabled children who historically have waited longer to be placed. Prospective adopters with a disability will be supported through the assessment, matching and support functions to reduce/remove any potential barriers to adopting a child. Staff - a variety of consultation methods will be used to ensure that staff can contribute and would not be disadvantaged should they have any stated or undisclosed disability
Sensory impairment, e.g. blind/having a serious visual impairment, deaf/having a serious hearing impairment.	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
Mental health condition, e.g. depression or schizophrenia.	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
Learning disability/difficulty, e.g. Down's syndrome or dyslexia, or cognitive impairment such as autistic spectrum disorder.	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
Long-standing illness or health condition, e.g. cancer, HIV, diabetes, chronic heart disease or epilepsy.	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
Other health problems or impairments.	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
Older People	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Service users - Prospective adopters of all ages (over 21) will be supported. Staff - Staff are spread across the age bands, reflecting a balanced workforce in terms of age and experience. It is anticipated that the proposals for Adoption West and the planned consultation will not impact negatively on staff in terms of age.
Children and Young People	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Service users - The service is focused on improving outcomes for

Equality Group	Negative Impact	Positive Impact	No Impact	Unsure of Impact	Reason(s)* (at this stage, list the reason(s) as identified by person(s) completing this EqlAA)
					children and young people looked after with adoption and special guardianship as the plan for permanence. There are risks associated with service changes but the planning and delivery will be driven by the need to ensure positive outcomes for children and young people.
Faith Groups	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<p>Service users - Applications are encouraged from prospective adopters of all religious and faith groups. Prospective adopters of all faiths will be supported through the assessment, matching and support functions to reduce/remove any potential barriers to adopting a child. Where birth parents are of active faith backgrounds the service will try to find families to reflect this.</p> <p>Staff - Numbers of those who declared their religion for each LA are too low to report however neither the proposals or the consultation will have a negative impact on this protected characteristic</p>
Pregnancy & Maternity	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<p>Service users - Proposed changes do not affect this protected characteristic. Adopters are entitled to leave and benefits that are similar to pregnancy and maternity rights.</p> <p>Staff - The consultation proposals will need to take account of the fact staff may have caring or family responsibilities. The consultation will ensure that any staff who may be taking maternity leave are offered the opportunity to contribute and workforce change policies regarding this group will be followed.</p>
Marriage & Civil Partnership	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<p>Service users - The service will continue to support adopters / prospective adopters that are single/married/in a civil partnership/an unmarried couple (same sex and opposite sex).</p> <p>Staff - Numbers of those who declared their marital status are too low to report however consultation will have a neutral impact on this protected characteristic</p>

* **Reasons Column:** – state clearly what the impact(s) is with reasons why.

8. If you have indicated that there is a negative impact on any group, is that impact:

Legal? Yes ☐ No ☐

Intended? Yes ☐ No ☐

Level of impact High ☐ Low ☐

No negative impact has been identified: ☒

9. Could you minimise or remove any negative impact - how? (Enter N/A if no negative impact has been identified).

N/A

10. Could you improve a positive impact of the Function - how? (Enter N/A if no positive impact has been identified).

Yes – As identified in the table above there will be a specific emphasis on increasing the potential for adoption for children and young people from priority groups. This will be enabled through targeted recruitment, preparation and support for adopters. Improved and targeted recruitment will aim to increase the immediate availability of a wider pool of potential adopters. The integrated regional service will seek to continuously improve services for all children, adopters / prospective adopters. With reference to how this may benefit specific equality groups, improvements may include the development of a wider range of support services, possibly targeted for specific groups where there is a demand and this will be of value to service users.

11. If there is no evidence that the Function promotes equality of opportunity or improved relations, could it be adapted so that it does - how? (Enter N/A if appropriate).

The function does promote equality of opportunity but there will be the opportunity to gather and analyse data at a regional level to monitor organisational performance on promoting equality of opportunity or improved relations. This will form part of commissioning arrangements defined in a commissioning contract and member's agreement that will require regular performance reporting by the regional adoption agency to the partner local authorities. This reporting requirement will highlight performance in this area and drive future improvement planning.

12. Any other relevant notes:

N/A

SECTION 3 – CONSULTATION & RESEARCH IN RELATION TO THE EqIAA

NB. Section 3 must be completed if:

- The Function under consideration has been deemed ‘Major’ or ‘Minor, yet likely to have a major impact’
- Any negative impact has been highlighted in respect of any group listed in question 7.
- You are unsure about impact in respect of any group listed in question 7.
- Positive impact can be improved and there is a need to consult with stakeholders in relation to what can be done to improve the positive impact.

If none of the above points apply, tick here: ☐ and go to Section 4 of this form.

NB. If this Section 3 requires completion and if no consultation or research has been conducted, stop completing this Form, carry out your appropriate consultation and research, then return to this Form to complete questions 13 to 15 - then continue with completing the remainder of this Form.

13. What consultation has been conducted with groups and individuals from groups likely to be affected as well as staff, and what evidence has this provided about equalities impact? *(Involvement and consultation are crucial to the EqIAA process. There is an explicit requirement to consult appropriate groups and individuals. No-one can give you a better insight into how proposed changes will affect, for example, disabled people, than disabled people themselves).*

The project has engaged with and received feedback from adopters/prospective adopters, adopted children, birth families, social work practitioners, health and education colleagues, voluntary adoption agencies and other stakeholders with an interest in the development of a regional adoption agency. Engagement and feedback from a broad range of stakeholders has been invaluable in shaping service design. Adopters have been passionate in expressing their views and are constructively engaged at various levels highlighting priorities and areas for improvement. The Adopter Voice programme is actively engaging 154 individuals in the Adoption West region, over 20 adopters have provided detailed input through face to face forums and working groups, 8 birth families have provided their feedback, and survey responses have been considered from over 350 adoptive families.

Key focus areas for adopters include the range and quality of adoption support, professionalism of staff, clarity of process and information sharing. Adopters consistently highlight the importance of support services to meet the needs of adoptive families and sustain placements. Identified benefits of regionally delivered adoption support services include greater flexibility and accessibility for certain services, joint commissioning opportunities, learning and experience sharing, strengthened peer to peer support, and a range of more efficient delivery options. Other areas highlighted by adopters include the assessment process where there are opportunities for increased adopter involvement, improved availability of training and a focus on adopter choice. The ‘Adoptables’ peer network of adopted young people has engaged a small group to gather views on what works, what doesn’t work so well and how decision-makers can improve service, including how best to support adopted young people at school. Birth families have highlighted barriers to accessing services, issues around contact, life story work and information sharing and potential opportunities for improved support.

Due to the nature of engagement it is not always possible to analyse responses by specific equality group, however, further analysis will be conducted on survey responses where equality data has been collected and specific questions will be asked with adopter forums to further identify potential equalities impact.

14. What relevant research (data, reports, expert opinion etc.) has been conducted and what evidence has this provided about equalities impact? *(The assessment should be underpinned by up-to-date and reliable information about the different group(s) likely to be affected. A lack of data is not a sufficient reason to conclude that there is no impact. Where there is no detailed quantitative data available, there may often be national statistics or qualitative studies on the area concerned. These can be supplemented by local informal consultation).*

The table below summarises recent adoption performance for local authorities within the adoption west regional agency and provides a comparison with the wider region and national data. Data for the Adoption West sub-region is broadly representative of local populations and reflective of national trends. Performance could be improved for placement of children with a disability however, due to the low volumes the actual figure is not reported. The National Statistics Code of Practice requires that reasonable steps should be taken to ensure that all published or disseminated statistics protect confidentiality. For confidentiality purposes, numbers from one to five inclusive are suppressed. Locally, reporting will ensure data is included for children with a disability so that monitoring can identify equality impacts.

Characteristics of adopted children								
Number of children adopted during 2014-15								
	Aged under 5 years old	Aged 5 years old and over	Female	Male	BME	Disabled	Part of sibling group	Priority group*
ALL LAs IN ENGLAND	4,580	670	2,510	2,830	830	210	1,930	2,850
	87%	13%	47%	53%	16%	4%	36%	53%
SOUTH WEST	370	60	210	240	30	20	160	210
	86%	14%	47%	53%	7%	4%	36%	47%
ADOPTION WEST RAA	130	10	75	65	10	0	40	60
	93%	7%	54%	46%	7%	0%	29%	43%

*Aged 5 and over, BME, Disability, Sibling group

National data on children looked after:

Gender

- 56% (39,670) of children looked after on 31st March 2016 were male and 44% (30,780) were female.

Age

- 5% (3,540) of children looked after on 31st March 2016 were under 1 year old
- 13% (9,140) were aged between 1 and 4 years old
- 20% (14,090) were aged between 5 and 9 years old
- 39% (27,220) were aged between 10 and 15 years old
- 23% (16,460) were aged 16 and over

Ethnicity

- 75% (53,150) of children looked after on 31st March 2016 were white
- 9% (6,250) were of mixed racial background
- 4% (3,110) were Asian or Asian British
- 7% (5,150) were Black or Black British
- 3% (2,290) were from other ethnic groups
- 1% (500) were other (refused or information not yet available)

Placements

- 74% (51,850) of children looked after on 31st March 2016 were living with foster carers
- 11% (7,600) were living in secure units, children's homes or hostels
- 5% (3,810) were placed with their parents
- 4% (2,940) were placed for adoption
- 4% (3,040) were with another placement in the community

- 2% (1,200) were placed in residential schools or other residential settings

National data on children adopted 2015/16 and children waiting for an adoptive placement:

Gender

- 53% (2,490) of children adopted during the year ending 31st March 2016 were boys and 47% (2,200) were girls.

Age

The average age at adoption in the year ending 31st March 2016 was 3 years 5 months, 2 months older than in 2015.

- 5% (230) of children adopted during the year ending 31st March 2016 were under 1 year old
- 72% (3,370) were aged between 1 and 4 years old
- 22% (1,020) were aged between 5 and 9 years old
- 1% (70) were aged between 10 and 15 years old
- None were aged 16 and over (to nearest 10)

Ethnicity

- 83% (3,880) of looked after children adopted during the year ending 31st March 2016 were white
- 11% (490) were of mixed racial background
- 2% (120) were Black or Black British
- 2% (80) were Asian or Asian British
- 1% (40) were from other ethnic groups
- 2% (70) were other (refused or information not yet available)

Of the children waiting for an adoptive placement at 30 June 2016:

- 29% were aged 5 years or over
- 16% were of BME heritage;
6% were disabled
- 56% were part of a sibling group.

550 of those children waiting had been waiting for 18 months or more since entering care. Of those:

- 47% were aged 5 years or over
- 18% were of BME heritage
- 5% were disabled
- 62% were part of a sibling group

We know children of BME heritage, sibling groups, older children and children with a disability typically wait longest. The proposed changes include a commitment to identifying children with the most complex needs at a very early stage in their looked after journey and allocating resources accordingly. The system will aim to fully understand children's individual needs and deliver what works to help find and support quality placements for these children.

National data on Adopters

During the year ending 31 March 2016:

- 89% (4,190) of children were adopted by couples and 11% (500) by single adopters.
- 9.6% (450) of children were adopted by same sex couples (either in a civil partnership, married or neither) in the year ending 31 March 2016.

Staff data

All work force changes will be carried out in accordance with local authority policies and procedures and adjustments will be made to ensure all staff have equal opportunity to contribute to and provide feedback on proposals prior to implementation of any changes. The data in the tables below will support the development of HR policies and work force development strategy for the regional agency.

Adoption West Staffing Equality Impact Data

	Gender		Ethnicity			Disability		
	Female	Male	White British	Non-White British	Not stated	No	Yes	Not stated
%	90%	10%	84%	5%	11%	80%	1%	19%
Total	82	9	64	4	8	73	1	17

Age	%
Under 20	0%
Age 20 - 30	14%
Age 30 - 40	17%
Age 40 - 50	19%
Age 50 - 60	33%
Age 60 - 70	13%
Age 70 - 80	3%
Total	100%

15. What contributions does your function/activity make towards promoting community cohesion? *(Evidence can be supplemented by your consultation activity conducted in questions 13 and 14 above)*

In order that adoptive parents' backgrounds reflect those of our Looked After Children, advertising will target specific groups, contact will be made with local minority groups and consultation with stakeholders will continue to positively influence service development and practice.

SECTION 4 – OUTCOMES

16. The evidence that has been collected under Sections 1, 2 and 3 of this form will need to feed into the decision making process regarding changes to be implemented before any final decisions are taken. There are four possible outcomes of this EqlAA – indicate which outcome below with the reasons and justification for this.

Outcome	Your response	Reason(s) and Justification
Outcome 1: No major change required.	<input checked="" type="checkbox"/> (No action plan is required, complete the 'Reason(s)/Justification' column, enter N/A in question 17 then go to Section 5)	The requirements of the new agency to improve equality impacts will be embedded within the commissioning contract and defined in the new agency's policies and procedures.
Outcome 2: Adjustments to remove barriers or to better promote equality have been identified.	<input type="checkbox"/> (Action Plan is required, complete the 'reason(s)/Justification' column and then go to Question 17)	
Outcome 3: Continue despite having identified potential for adverse impact or missed opportunities to promote equality.	<input type="checkbox"/> (No action plan is required, complete the 'Reason(s)/Justification' column, enter N/A in question 17 then go to Section 5)	
Outcome 4: Stop and rethink.	<input type="checkbox"/> (Action Plan is required, complete the 'Reason(s)/Justification' column and then go to Question 17)	

17. List the actions you will take as a result of this EqlAA. These actions must be:

- Clearly planned using the action planning template shown at the end of this form, **OR**
- Clearly planned by adding the actions stated here to an action plan which you already have in place.

Actions will be recorded in project and service plans for the regional adoption agency

SECTION 5 – EqlAA EVIDENCE

18. List and attach the evidence you have which shows how you have systematically considered equality impact.

Equalities data for service users (Children & Adopters) as gathered and monitored by each LA
DfE: Children looked after in England (including adoption and care leavers) year ending 31 March 2016
www.gov.uk
Adoption Leadership Board quarterly data reports: July to September 2015. www.gov.uk
Ofsted: Adoption agencies data in England year ending 31 March 2014 www.gov.uk
Notifications of private fostering arrangements in England: Year Ending 31 March 2015 www.gov.uk
Adoptions in England and Wales, 2012 www.ons.gov.uk

EQUALITY IMPACT ASSESSMENT AND ANALYSIS ACTION PLANNING FORM

NB. Add and delete rows as required.

Overall Objective(s)	What overall impact will successful achievement of the objective have?	What we will do (i.e. actions we will take)	How we will monitor / evaluate / review progress?	Responsibility	Timescale

Planned date for next EqlAA exercise:

Equality Impact Assessment to be completed for the new agency and included in policies and procedures to be actively managed and reported on a regular basis.