



Bristol City Council Equality Impact Assessment Form

***Step 1 complete, full EQIA will follow
Version 1***

Development and implementation of revised specialist placement commissioning strategy for children in care: improvements of the adoption service (CYPS20)

**Directorate and Service: Children and Young People Services
Lead officer : Jean Pollard, Service Director, Safeguarding and Specialist Services, CYPS**

Additional People completing the form: Karen Gazzard, Service Manager, Corporate Parenting

Budget saving proposal: £150k

Start date for EqIA: 1.10.2011

Estimated completion date: To be confirmed

Step 1 – Use the following checklist to consider whether the proposal requires an EqlA

1. What is the purpose of the proposal?

Corum will look at all processes within the local authority in relation to the adoption process and offer an action plan

This may streamline processes and in turn this may in turn save money and resources

It is hoped that the improvement to the service will result in a speedy plan for the child reducing delay in placing the child in an adoptive placement

The provision of the Bristol Adoption Service meets the regulated responsibility of the Adoption and Children Act 2002 to:

- welcome applicants without discriminating on the basis of age, gender, religion, ethnicity or sexuality
- to provide birth parents with independent services so that they may be treated with respect as individuals not only as parents who have been unable to care for, protect and parent their children
- when considering placement of children for adoption to take account of their individual needs including age, any disability, their ethnicity, religion and culture
- the Adoption Panel to reflect the diversity of the community it serves, to have an equalities policy and for all members to abide with the equalities policy and to conduct themselves in a non discriminatory manner.

	High	Medium	Low
<p>2. Could this be relevant to our public sector equality duty to:</p> <p>a) Promote equality of opportunity</p> <p>b) Eliminate discrimination</p> <p>c) Promote good relations between different equalities communities?</p>	<p>X</p> <p>X</p> <p>X</p>		
<p>If you have answered 'low relevance' to question 2, please describe your reasons</p> <p>Not applicable</p>			
<p>3. Could the proposal have a positive effect on equalities communities?</p>			

Bristol's action plan from Corum could include an increased emphasis on recruiting people to become adoptive parents, therefore could potentially have an effect on equalities communities.

There may need to be increased attention paid to and engagement with the equalities groups in the city and outside of the city to ensure a diverse range of people coming through to adopt can match the diverse range of children needing adoption.

In 2010 -11 out of 49 children placed for adoption 8 were BME and 6 had a disability and 8 children were over 4 yrs of age.

Between 2008 – 11, 35% of the BME children placed for adoption 35% were placed in same race placements, 35% in placements with adopters who didn't share their ethnicity and 29% in partially matched racial placements.

Of the 28 adoptive families approved in 2010 -11 two families were BME; three families were white/other, three families were single people and one family were same sex.

From the data shown it is evident greater diversity would be beneficial in relation to placement choice

It is also important for children to be adopted as early as possible

Greater placement choice is beneficial to the harder to place young people, which may include children from some equalities groups. Corums planned work is focused on this

4. Could the proposal have a negative effect on equalities communities?

There is no evidence of current negative impact but due to the high profile nature of adoption services it is necessary to keep policy and practice under regular scrutiny and this will inform a full EQIA.

If the proposal has low relevance and you do not anticipate it will have a negative impact, please sign off now. Otherwise proceed to complete the full equalities impact assessment

Service director: Jean Pollard

Equalities officer: Su Coombes

Date : 15/11/11