

Equality, Diversity, Cohesion and Integration Screening

As a public authority we need to ensure that all our strategies, policies, service and functions, both current and proposed have given proper consideration to equality, diversity, cohesion and integration.

A **screening** process can help judge relevance and provides a record of both the **process** and **decision**. Screening should be a short, sharp exercise that determines relevance for all new and revised strategies, policies, services and functions.

Completed at the earliest opportunity it will help to determine:

- the relevance of proposals and decisions to equality, diversity, cohesion and integration.
- whether or not equality, diversity, cohesion and integration is being/has already been considered, and
- whether or not it is necessary to carry out an impact assessment.

Directorate: Children's Services	Service area: Looked After Children
Lead person: Cindy Costigan	Contact number: 75361

1. Title: Increase fees for Foster Carers

Is this a:

Strategy / Policy

Service / Function

Other

2. Please provide a brief description of what you are screening

The impact of increasing fees paid to Foster Carers

3. Relevance to equality, diversity, cohesion and integration

An increase in fees should have a positive impact in attracting carers from the BME community

Questions	Yes	No
Is there an existing or likely differential impact for the different equality characteristics?		x
Have there been or likely to be any public concerns about the policy or proposal?		x
Could the proposal affect how our services, commissioning or procurement activities are organised, provided, located and by whom?		x
Could the proposal affect our workforce or employment practices?		x
Does the proposal involve or will it have an impact on <ul style="list-style-type: none"> • Eliminating unlawful discrimination, victimisation and harassment • Advancing equality of opportunity • Fostering good relations 	x	

If you have answered **no** to the questions above please complete **sections 6 and 7**

If you have answered **yes** to any of the above and;

- Believe you have already considered the impact on equality, diversity; cohesion and integration within your proposal please go to **section 4**.
- Are not already considering the impact on equality, diversity, cohesion and integration within your proposal please go to **section 5**.

4. Considering the impact on equality, diversity, cohesion and integration

If you can demonstrate you have considered how your proposals impact on equality, diversity, cohesion and integration you have carried out an impact assessment.

Please provide specific details for all three areas below (use the prompts for guidance).

- **How have you considered equality, diversity, cohesion and integration?**

There is a need for more foster carers across the city and in particular from the BME community. Increasing the fees paid to Foster Carers to bring them closer in line with the fees agencies pay, should attract more carers and in particular those from the BME community

Consultation & stakeholder involvement

There have been a number of consultation exercises with existing Carers, Social Workers and Placement Officers

???? Ward Members

- **Key findings**

The fostering service provides training and support for its Carers and promotes attendance at the Foster Carer support groups which seek to minimise feelings of isolation and promote peer support.

- **Actions**

As the proposal seeks to increase fees and attract potential carers from the BME community the impact will be positive as this will allow looked after children to remain within their own community

5. If you are not already considering the impact on equality, diversity, cohesion and integration you will need to carry out an impact assessment.

Date to scope and plan your impact assessment:

Date to complete your impact assessment

Lead person for your impact assessment
(Include name and job title)

6. Governance, ownership and approval

Please state here who has approved the actions and outcomes of the screening

Name	Job title	Date

7. Publishing

This screening document will act as evidence that due regard to equality and diversity has been given. If you are not carrying out an independent impact assessment the screening document will need to be published.

Please send a copy to the Equality Team for publishing

Date screening completed	14.01.2013
Date sent to Equality Team	14.01.2013

Date published (To be completed by the Equality Team)	
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