

## Equality,

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. In all appropriate instances we will need to carry out an equality, diversity, cohesion and integration impact assessment.

This form:

- can be used to prompt discussion when carrying out your impact assessment
- should be completed either during the assessment process or following completion of the assessment
- should include a brief explanation where a section is not applicable

<b>Directorate:</b> Children & Families	<b>Service area:</b> One Adoption West Yorkshire
<b>Lead person:</b> Sarah Johal	<b>Contact number:</b> 07891277316
<b>Date of the equality, diversity, cohesion and integration impact assessment:</b> January & February 2021	

<b>1. Title:</b> One Adoption West Yorkshire
Is this a:
<input type="checkbox"/> <b>Strategy /Policy</b> <input type="checkbox"/> <b>Service / Function</b> <input type="checkbox"/> <b>Other</b>
<b>If other, please specify</b>

### 2. Members of the assessment team:

<b>Name</b>	<b>Organisation</b>	<b>Role on assessment team e.g. service user, manager of service, specialist</b>
Sarah Johal	One Adoption West Yorkshire	Head of One Adoption West Yorkshire (OAWY)
Julie Chew	One Adoption West Yorkshire	Service Delivery Manager, OAWY
Michelle Rawlings	One Adoption West Yorkshire	Service Delivery Manager, OAWY
Suzanne Whiteley	One Adoption West Yorkshire	Service Delivery Manager, OAWY
Richard Stevenson	One Adoption West Yorkshire	Practice Improvement & Development Manager, One Adoption West Yorkshire

### 3. Summary of strategy, policy, service or function that was assessed:

In 'Regionalising adoption' in June 2015 the Government set out its commitment to markedly improve outcomes for children through the delivery of a regional adoption system where:

- children are matched with the most suitable adopter as quickly as possible;
- recruitment takes place at an efficient scale to provide a pool of 'adoption ready' adopters large enough and well enough matched to the needs of children waiting and;
- enough high quality adoption support services are available nationwide.

OAWY was the first Regional Adoption Agency to go-live on the 1<sup>st</sup> of April 2017. OAWY is made up of the 5 separate Local Authority adoption teams which provided adoption services for West Yorkshire; Bradford, Calderdale, Kirklees, Leeds and Wakefield and is the largest adoption agency in the North of England.

OAWY is designed to offer an innovative and adopter friendly approach to adoption recruitment, adoption support, and family finding for children and prospective adopters as well as high quality training.

By working together we will provide even higher levels of expertise and support to our adoptive families at all stages of the adoption process and with the inspiration and direction provided by our adoptive parents we will ensure that we provide the kind of support that families want and need.

We want every child to have a family to grow up in and we need more adoptive parents to play a vital role in fulfilling this vision. Adoption is an exciting and challenging experience for everyone involved. We are seeking adoptive parents from all walks of life to reflect the range of children we have who are looking for a secure home with patience, understanding and loving kindness.

This Assessment looks at how OAWY considers Equality, Diversity, Cohesion and Integration throughout the adoption process. It will also highlight areas that need to be improved and the actions that will be taken to address them.

#### **4. Scope of the equality, diversity, cohesion and integration impact assessment**

(complete - 4a. if you are assessing a strategy, policy or plan and 4b. if you are assessing a service, function or event)

##### **4a. Strategy, policy or plan**

(please tick the appropriate box below)

The vision and themes, objectives or outcomes	<input type="checkbox"/>
The vision and themes, objectives or outcomes and the supporting guidance	<input type="checkbox"/>
A specific section within the strategy, policy or plan	<input type="checkbox"/>

**Please provide detail:**

##### **4b. Service, function, event**

please tick the appropriate box below	
The whole service (including service provision and employment)	<input type="checkbox"/>
A specific part of the service (including service provision or employment or a specific section of the service)	<input type="checkbox"/>
Procuring of a service (by contract or grant)	<input type="checkbox"/>
<p><b>Please provide detail:</b> This assessment will cover the three core elements of service delivery; Recruitment and Assessment, Family Finding and Adoption Support and the services users; the child/ adopted person, prospective adopters, adopters, birth parent and staff.</p>	

<p><b>5. Fact finding – what do we already know</b> Make a note here of all information you will be using to carry out this assessment. This could include: previous consultation, involvement, research, results from perception surveys, equality monitoring and customer/ staff feedback.  (priority should be given to equality, diversity, cohesion and integration related information)</p> <p>There are no restrictions to adoptive applicants regardless of age, religion/ belief/ faith, disability, gender, sexual orientation or race provided they are deemed able to meet the needs of the child/ children who have a plan for adoption.</p> <p>Children who wait longer to be adopted generally have one of more of the following characteristics; they are older (5+ years old), BME, have a disability or are part of a sibling group.</p>										
	<table border="1"> <thead> <tr> <th></th> <th>Strengths</th> <th>Weaknesses</th> </tr> </thead> <tbody> <tr> <td><b>Age</b></td> <td>Age restrictions for people applying to adopt are flexible provided they meet all the relevant criteria and are able to meet the needs of the children with a plan for adoption.</td> <td>There is a shortage of adopters for older children. The lack of placements could have a negative impact on this group as these children may be placed out of their local area which in turn may impact on their continued contact with their family and local support structures (see section 12, action 1 &amp; 2).</td> </tr> <tr> <td><b>Religion/ Belief / Faith</b></td> <td>OAWY accepts adoption applicants of all religions/ beliefs/ faiths provided they meet all the relevant criteria and are able to meet the needs of the children with a plan for adoption. This ensures there is</td> <td>There are not always adequate numbers of potential adopters or children to meet the religious/ belief/ faith needs of either party (see section 12, action 1 &amp; 2).</td> </tr> </tbody> </table>		Strengths	Weaknesses	<b>Age</b>	Age restrictions for people applying to adopt are flexible provided they meet all the relevant criteria and are able to meet the needs of the children with a plan for adoption.	There is a shortage of adopters for older children. The lack of placements could have a negative impact on this group as these children may be placed out of their local area which in turn may impact on their continued contact with their family and local support structures (see section 12, action 1 & 2).	<b>Religion/ Belief / Faith</b>	OAWY accepts adoption applicants of all religions/ beliefs/ faiths provided they meet all the relevant criteria and are able to meet the needs of the children with a plan for adoption. This ensures there is	There are not always adequate numbers of potential adopters or children to meet the religious/ belief/ faith needs of either party (see section 12, action 1 & 2).
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	potential for a wide range of adopters recruited to meet the range of children needing placement.	
<b>Disability</b>	<p>Adopters with a disability are able to adopt. The services of the medical advisor are used to ensure decision making is always done to prevent discrimination, whilst ensuring the needs of the child are paramount.</p> <p>OAWY offers a range of key services virtually (i.e. information events, training and support) throughout the adoption journey. This means people who may struggle or be unable to travel to events still have access.</p>	<p>Potentially some adoptive applicants with a disability may view this as negatively impacting upon their right to adopt. For example, the issue of mental health or a life limiting health issue/ disability can be a limiting factor when deciding someone is suitable to adopt a child. However, the needs of the children to have stability and care throughout their childhood must remain the primary focus and therefore some applicants may feel they have been discriminated against.</p> <p>Some children, because of their complex needs, often wait longer for permanent placements. There is a need for more Adopters to offer a permanent home for disabled children. In particular children on the Autistic spectrum are particularly hard to place and consideration needs to be given to recruiting and supporting adopters who have the skills to look after these children (<a href="#">see section 12, action 1 &amp; 2</a>).</p>
<b>Gender</b>	<p>Gender identity does not impact a person's ability to adopt provided they meet all the relevant criteria and are able to meet the needs of the children with a plan for adoption.</p>	<p>Single adopters at times are not aware they can adopt on their own and applicants from single males are few. However, our marketing does make clear it is not an issue (<a href="#">No action required</a>).</p> <p>Although there are no gender considerations in recruiting Adopters and the service operates according to our own anti-discriminatory practice the main carer within the household within adoption is often female. A negative impact of this may be that there is a potential for male adopters (Dads) to feel isolated and in these instances they should be encouraged to attend support groups (<a href="#">see section 12, action 3</a>).</p> <p>Of all the diversity strands OAWY has the least knowledge and experience in working with trans people. Staff training and development needs to be undertaken to ensure trans people</p>

		who wish to adopt have fair access to the process and feel confident to adopt and that we can support trans adopters and/ or adoptees (see <a href="#">section 12, action 4</a> ).
<b>Sexual Orientation</b>	<p>OAWY recruitment procedures are anti-discriminatory and welcome applicants who are LGBT+ provided they meet all the relevant criteria and are able to meet the needs of the children with a plan for adoption.</p> <p>The assessment process for adopters conforms to the British Association for Adoption and Fostering (Coram BAAF) guidance.</p> <p>Some OAWY social workers have been trained in assessing gay and lesbian adopters.</p> <p>OAWY attends regional Pride events annually to promote adoption.</p>	<p>OAWY are successful in recruiting gay and lesbian adopters however there may still be perceived barriers for this group. OAWY's marketing continues to promote adoption to members of the LGBT+ community and actively supports LGBT+ national events and campaigns (see <a href="#">section 12, action 5</a>).</p>
<b>Race</b>	<p>Adopters from any racial background are recruited by OAWY, provided they meet all the relevant criteria and are able to meet the needs of the children with a plan for adoption.</p>	<p>Recruiting adopters for children from non-white British backgrounds particularly children with mixed heritage remains a challenge. Resources are available to purchase appropriate adoptive placements for children and we have a growing number of out of authority placements that reflect this (see <a href="#">section 12, action 1 &amp; 2</a>).</p> <p>The Black Lives Matter (BLM) movement has led to OAWY forming a BLM working group and action plan. This plan includes actions on access to services and support, training for adopters and staff, recruitment and representation (see <a href="#">section 12, action 6 and Appendix B</a>).</p>
<p><b>Are there any gaps in equality and diversity information</b>  <b>Please provide detail:</b></p> <p>N/A.</p>		
<p><b>Action required:</b></p> <p>See section 12.</p>		



<b>Built environment</b>		<b>Location of premises and services</b>	
<input checked="" type="checkbox"/>	<b>Information and communication</b>	<input type="checkbox"/>	<b>Customer care</b>
<input type="checkbox"/>	<b>Timing</b>	<input checked="" type="checkbox"/>	<b>Stereotypes and assumptions</b>
<input type="checkbox"/>	<b>Cost</b>	<input checked="" type="checkbox"/>	<b>Consultation and involvement</b>
<input type="checkbox"/>	<b>Financial exclusion</b>	<input checked="" type="checkbox"/>	<b>Employment and training</b>
<input type="checkbox"/>	<b>specific barriers to the strategy, policy, services or function</b>		

**Please specify**

The above are noted as potential barriers but are not known to be. Action 4, section 12 will seek to evidence if there are any such barriers which OAWY will then plan to address.

**8. Positive and negative impact**  
 Think about what you are assessing (scope), the fact finding information, the potential positive and negative impact on equality characteristics, stakeholders and the effect of the barriers

**8a. Positive impact:**

Recruitment & Assessment of Adopters

1. The OAWY website signposts prospective adopters to Information Events which are held virtually. Events being held virtually means that prospective adopters don't have any issues with the access limitations some building and locations may have.
2. OAWY accepts and actively recruit adopters regardless of age, religion/ belief/ faith, disability, gender, sexual orientation or race provided that they are deemed to be able to meet the needs of the child/ children who have a plan for adoption.
3. The service focuses on effective partnership working to continue the improvement of services to children affected by adoption irrespective of age, religion/ belief/ faith, disability, gender, sexual orientation or race. Our website uses positive images to promote our approach to equality within our advertising, see Appendix A.
4. OAWY have approved a diverse range of adopters, including same sex couples and single people. We have undertaken specific LGBT+ recruitment for adoptive families.
5. Adopter preparation events are held at virtually or at venues which can meet the needs of adopters with a disability.

Family Finding for Children

6. Profiling Events, which are aimed at approved adopters and adopters in assessment, are held virtually making them accessible to both internal and external adopters. This enables people to obtain information early about the reality of the children OAWY are seeking to place.
7. Fun days (post Covid-19) will be held in an accessible and child friendly locations – taking place at least 4 times per year aimed at approved adopters and adopters in assessment. Fun days allow a focused event for children who are deemed harder to place, typically older (5+ years old), BME, have a disability or are part of a sibling group. These events are designed to give children a greater chance of a timely match.
8. OAWY has a robust approach to ensuring that children’s religious and cultural needs are met through effective matching meetings identifying need and support plans.
9. OAWY seeks to identify and meet any additional support needs adopters may have in order to care for children from different ethnic, cultural and religious groups and children with disabilities.
10. OAWY uses Link Maker to identify placements for those children who wait longer.
11. OAWY attends national exchange days and activity days (when they are held). These events allow OAWY to identify adopters who can meet the specific needs of the child with a plan for adoption.

#### Adoption Support

12. OAWY provides generic support services to all affected by adoption (birth relations, adopters and adoptees).
13. Adoption Support Assessments are based upon the individual needs of the person/people.
14. Initial advice and information is free and the majority of services are free to access.
15. Adoption Support is provided via a range of accessible means;

#### Adopters

16. Adopter Voice are an adopter led group that work with OAWY to ‘challenge, support and input into the development of adoption services at local, regional and national levels so that they are adopter led’. Adopter Voice is available to all adopters and encourages adopters to become involved and/ or access support on-line.
17. A Peer Mentor service is available to OAWY adopters.
18. Adoption UK provides an arena for all adopters to access information and advice - <https://www.adoptionuk.org/>
19. We are members of New Family social, a LGBT+ group who offer specific support



to the LGBT+ community of adopters. There are support groups across the region for single adopters.

### Birth Parent Groups

20. OAWY work with PAC-UK (the country's largest independent Adoption Support Agency) to learn from feedback from birth parents - <http://www.pac-uk.org/>

### Adopted Teens

21. OAWY work with ADOPTTEENS (adopted teens identity) to learn from feedback from adopted teenagers. ADOPTTEENS is a project that was originally set up by the Yorkshire & Humber adoption consortium (a group of local authority adoption teams and voluntary adoption agencies) back in 2014. Their vision is to offer adopted teenagers their own space online and as part of a group that has the power to speak out and make a difference! - <https://www.adopteens.org.uk/>

22. OAWY also runs its own Teens groups. There are (post Covid-19) 3 regional groups that monthly. Attendees for these group are identified following work in-house.

### Tweens (9 to 12 years old)

23. OAWY runs a range of Tween support groups aimed at children aged 9 to 12 years.

### Staffing

24. Social workers are trained regarding equality and diversity issues in their degree in social work.

25. All staff events are held at least twice a year which often have a training element to them i.e. unconscious bias, cultural awareness/ understanding, BLM;

### Specialist Advice

26. We commission a service for Inter Country Adoption from the Yorkshire adoption agency. All inter country adopters attend specialist training specific to adopting from overseas provided by this agency.

### **Action required:**

See section 12.

### **8b. Negative impact:**

## Recruitment and Assessment of Adopters

1. There are insufficient adopters with a diverse background coming forward to adopt (see section 12, action 1 & 2).
2. OAWY have a high level of interest from the south Asian communities to adopt full Asian babies rather than older children of mixed ethnicity (see section 12, action 2).

\*Please note: Work has been undertaken with My Adoption Family to ensure that the messaging around adoption is clear regarding the needs of children waiting in England for adoption. Asking adopters to consider children of mixed heritage and older children and sibling groups is a key priority when working with the faith and community organisations to ensure that those coming forward are clear about the need for the service to prioritise those who can consider a range of children.

## Family Finding for Children

3. There can be unconscious bias from Children's Social Workers regarding considering single females and males for sibling groups they have waiting (see section 12, action 7).
4. There is a lack of awareness towards adopters who are Trans (see section 12, action 4).
5. Children cannot always be matched with families that meet their own cultural heritage and social workers are not always willing to consider families with a different heritage from the child's (see section 12, action 1, 2, 6 and 7).

## Adoption Support

6. We are aware of some gaps in support group provision for fathers and transracial adoptive families (see section 12, action 3 & 7).
7. The feedback from 2020 adopter survey highlighted a need for more flexibility in the training and support we offer in terms of timings and day delivered. This would improve access for full-time parents and/ or working parents (see section 12, action 9).

## Staffing

8. Interview panels are not always diverse (see section 12, action 10).

## Training

9. Of all the diversity stands Trans is the area we have the least knowledge of, training is needed in this area. This is so that we can properly assess and support Trans adopters as well as young adopted people (see section 12, action 4).

## **Action Required**

See section 12.

## **9. Will this activity promote strong and positive relationships between the groups/communities identified?**

Yes

No

**Please provide detail:**

OAWY will always work to build and maintain positive and open relationships for people aiming to or being involved in the adoption process.

**Action required:**

None.

**10. Does this activity bring groups/communities into increased contact with each other? (e.g. in schools, neighbourhood, workplace)**

Yes

No

**Please provide detail:**

**Action required:**

None.

**11. Could this activity be perceived as benefiting one group at the expense of another? (e.g. where your activity/decision is aimed at adults could it have an impact on children and young people)**

Yes

No

**Please provide detail:**

There could be the perception that certain groups are less likely to adopt than others. OAWY will always promote that this is not the case. The primary focus of OAWY will always be the child. The decision to place a child will be based upon the individual's ability to meet the child's ongoing needs and not based upon any of their diversity characteristics.

**Action required:**

None.

**12. Equality, diversity, cohesion and integration action plan**

(insert all your actions from your assessment here, set timescales, measures and identify a lead person for each action)

<b>Action</b>	<b>Timescale</b>	<b>Measure</b>	<b>Lead person</b>
Action 1 - Develop an innovative & bespoke family finding/ matching process for children who wait longer. *Project underway, started 2019/20.	31/03/2022	A new approach to reduce waiting time for children who wait longer piloted.	Suzanne Whiteley
Action 2 – Recruit and assess a diverse range of adopters to meet the needs of the children.	31/03/2022	Improved wait times for children from diverse backgrounds.	Michelle Rawlings
Action 3 – Implement support groups for Dads.	31/03/2022	Established support groups running regularly.	Julie Chew
Action 4 – Staff to be trained to improve their awareness and understanding of trans people.	31/03/2022	Training delivered to staff.	SLT
Action 5 – OAWY to attend regional Pride events to promote adoption to the LGBT+ community.	31/03/2022	OAWY have attended all regional (West Yorkshire) events.	Michelle Rawlings
Action 6 – Implement Black Lives Matter action plan, see Appendix B.	31/03/2022	BLM action plan actions created, assigned and monitored.	BLM working group
Action 7 – Identify and deliver appropriate training on unconscious bias for OAWY staff and children’s social workers.	31/03/2022	Training delivered to staff.	SLT
Action 8 – Implement transracial adoption support group.	31/03/2022	Established support groups running regularly.	Julie Chew

Action 9 – Review existing support and training offer and identify which can be made more accessible in terms of times/ days delivered.	31/03/2022	Support/ training offered with a wider variety of times/ days.	Julie Chew
Action 10 – Improve the diversity of our interview panels when possible.	31/03/2022	Need for diverse interview panels communicated to relevant staff and monitored via quarterly SIP reporting.	All staff who lead interviews

**\*please note above actions are added to the OAWY Strategic SIP**

**13. Governance, ownership and approval**

State here who has approved the actions and outcomes from the equality, diversity, cohesion and integration impact assessment

Name	Job Title	Date
Sarah Johal	Head of OAWY	TBC
<b>Date impact assessment completed</b>		

**14. Monitoring progress for equality, diversity, cohesion and integration actions** (please tick)

- As part of Service Planning performance monitoring
- As part of Project monitoring
- Update report will be agreed and provided to the appropriate board  
Please specify which board
- Other (please specify)

**15. Publishing**

Though **all** key decisions are required to give due regard to equality the council **only** publishes those related to **Executive Board, Full Council, Key Delegated Decisions** or a **Significant Operational Decision**.

A copy of this equality impact assessment should be attached as an appendix to the decision making report:

- Governance Services will publish those relating to Executive Board and Full Council.
- The appropriate directorate will publish those relating to Delegated Decisions and Significant Operational Decisions.
- A copy of all other equality impact assessments that are not to be published should be sent to [equalityteam@leeds.gov.uk](mailto:equalityteam@leeds.gov.uk) for record.

Complete the appropriate section below with the date the report and attached assessment was sent:

For Executive Board or Full Council – sent to <b>Governance Services</b>	Date sent: TBC
For Delegated Decisions or Significant Operational Decisions – sent to appropriate <b>Directorate</b>	Date sent: TBC
All other decisions – sent to <a href="mailto:equalityteam@leeds.gov.uk">equalityteam@leeds.gov.uk</a>	Date sent: TBC



Who can adopt



Steps to adoption



The children



Events



Support



About One Adoption



Information and support for first parents and relatives



Information for people who have been adopted



Partner or step parent adoption

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## Children from African, Caribbean, mixed ethnicity and Gypsy Roma backgrounds

In the West Yorkshire area especially we have a shortage of prospective adopters coming forward who can meet the needs of children from African, Caribbean, mixed ethnicity and Gypsy Roma backgrounds. If you are considering adoption and feel you can meet the needs of these children, please get in touch.



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## Children with unknown health needs or additional needs

All children need secure and loving homes. We are looking for adopters willing to help meet the needs of children with additional health needs or disabilities. Sometimes we do not know what the likely health or developmental outcomes may be for a child, for example if they have a chromosome abnormality. We need adopters who are willing to accept and understand these uncertainties and help the child develop and succeed at their own pace. With the right support and training, we aim to help every child reach their full potential.







**Appendix B – 2021/22 BLM Action Plan**

## Black Lives Matter 2021/22 ACTION PLAN

### Outcomes

- 1. Black children’s life chances are as good as any other child's**
- 2. Black adopters have a positive experience throughout the adoption journey**
- 3. A culturally literate organisation able to support a diverse range of families**

Action No.	Source	Specific Action	Measurable outcome/ Impact	Lead Person(s)	Planned Start Date	Due Date	Milestones	Milestone Due Date	Status	Update/ comments
1	Outcome 1	Increase the number/ proportion of black adopters	An increase in the number/ proportion of black adopters;  Black children's wait time to match that of other children.	MR	01/04/2021	31/03/2022	1) RS - Obtain the data on total number of adopters approved and proportion of which were black for the last 3 years;  2) Deliver Adoption events focused directly to the black community supported by staff who reflect that community;  3) RS - Obtain the data on total number of adopters approved 2021/22 and the proportion of which were black to measure the impact.	31/04/2021  31/03/2022  31/03/2022	In development	
2	Outcome 1	Provide cultural awareness training to prospective adopters	An increase in the number of adopters able to adopt black children;  Black children's wait time to match that of other children.	MR	01/04/2021	31/03/2022	1) Identify training options, present to BLM working group for discussion & decide on best option;  2) Deliver training through the year and survey attendees;  3) Analyse survey results to see impact and use results to tweak training as required.	31/07/2021  31/03/2022  31/03/2022	In development	

3	Outcome 2	Establish specific support/ support group for BAME adopters	Support group set-up and run throughout the year. Positive feedback from attendees.	JC	01/04/2021	31/03/2021	1) Contact adopters via the newsletter to see if there is a demand for a BAME group (if no close action, if yes see milestone 2); 2) Determine date, time & format of initial meeting. Schedule for remainder of 2021/22 accordingly; 3) Review success of support/ support groups (seek feedback from attendees) and plan for 2022/23.	31/05/2021 30/06/2021 31/03/2022	In development	Support group and training for transcultural adoption - already established.
4	Outcome 2 Outcome 3	Education of staff - deliver training around cultural awareness, white privilege and discrimination	Staff have attended training events and improved awareness;  Improved experience for adopters.	TBC	01/04/2021	31/03/2022	1) Identify training options, present to BLM working group for discussion & decide on best option; 2) Book training course(s) for identified staff; 3) Review feedback from training - what difference has it made?	31/06/2021 TBC 31/03/2022	In development	
5	Outcome 3	Establish group for BAME members of staff	Group set-up and impact viewed as positive by attendees	VS	01/04/2021	31/03/2022	1) Contact staff via the newsletter to see if there is a demand for a BAME group (if no close action, if yes see milestone 2); 2) Determine date, time & format of initial meeting. Schedule for remainder of 2021/22 accordingly; 3) Review success of support/ support groups (seek feedback from attendees) and plan for 2022/23.	31/06/2021 31/09/2021 31/03/2022	In development	
6	Objective 3	Create a safe environment for staff to discuss ethnicity, culture and race, able to challenge views, discuss racism and bias with permission to make mistakes	A range of contacts and resources available for OAWY staff to access.	TBC	01/04/2021	31/07/2021	1) Identify staff within OAWY who would be happy and able to offer cultural support/ advice to other workers; 2) Identify gaps within our cultural knowledge and solutions to fill them; 3) Create area (LCC cultural profiles link to this) so staff can access info on cultural profile. and communicate to staff who the contacts are and where resources can be found.	31/04/2021 31/05/2021 31/07/2021	In development	
7	Objective 3	OAWY to have a presence on the social care Workforce Race Equality Standard (WRES).	The new model aims to tackle discrimination and inequalities faced by Black, Asian and minority ethnic (BAME) social	SJ	01/04/2021	31/03/2021	1) OAWY lead identified and joined the group; 2) Feedback provided to staff throughout the year.	31/04/2021 31/03/2022	In development	

			care practitioners in the workplace.						
<b>8</b>	Outcome 1 Outcome 2	Monitor and report timescales for black children and adopters and compare with other ethnicities	A 6 monthly report that shows local, and where possible national, data/ trends	RS	01/04/2021	31/03/2022	1) Obtain data on current timescales and attainment levels regionally and nationally; 2) Produce 6 monthly report and present to BLM working group and consider actions; 3) Produce 6 monthly report and present to BLM working group and consider actions.	31/04/2021 30/09/2021 31/03/2022	In development

<b>KEY</b>	
Complete	Action complete.
On target	Action on target for completion by due date (though milestones may have slipped).
Off target	Action not completed or at risk of not being completed by due date.
Cancelled	Action cancelled.