

# Equality, Diversity, Cohesion and Integration Impact Assessment



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 (OAWY)
<b>Lead person:</b> Michelle Rawlings	<b>Contact number:</b> 07712 216 979
<b>Date of the equality, diversity, cohesion and integration impact assessment:</b> March 2023	

**1. Title:** One Adoption West Yorkshire

Is this a:

**Strategy /Policy**
                         
  **Service / Function**
                         
  **Other**

**If other, please specify**

## 2. Members of the assessment team:

Name	Organisation	Role on assessment team e.g., service user, manager of service, specialist
Michelle Rawlings	OAWY	Head of Service
Rhian Beynon	OAWY	Service Delivery Manager
Julie Chew	OAWY	Service Delivery Manager
Nicola Steele	OAWY	Service Delivery Manager
Katie Graves	OAWY	Multidisciplinary Team Manager
Richard Stevenson	OAWY	Practice Improvement & Development Manager
Aretha Hanson	OAWY	Business Support Manager
Emma Glanville	OAWY	Regional Communications Marketing Lead

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

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.

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 in relation to all impacted by adoption, including children, adult adoptees, adopters, birth relatives and the OAWY workforce. 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"/>
<b>Please provide detail:</b>	

<b>4b. Service, function, event</b> please tick the appropriate box below	
The whole service (Including service provision and employment)	<input checked="" 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"/>
<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><b>5. Fact finding – what do we already know</b></p> <p>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.</p> <p>(Priority should be given to equality, diversity, cohesion and integration related information)</p> <p>There are no restrictions to adoptive applicants regarding of 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. There are restrictions based upon age, an adopter must be at least 21 years old. There is no upper age limit.</p> <p>Adopters need resilience, skills and openness to parenting in a therapeutic way, regardless of age, gender, religion, sex etc.</p> <p>Children who wait longer to be adopted generally have one of more of the following characteristics: they are older (5+ years old), from ethnically diverse backgrounds, have a disability or are part of a sibling group.</p> <p>The table below shows OAWY strengths and weaknesses.</p>
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	<b>Strengths</b>	<b>Weaknesses</b>
<b>Age</b>	<p><u>Adoptees</u> Support from birth to adulthood. Lifelong support tailored to each age.</p> <p><u>Adopters</u> Legally you must be at least 21 years old to adopt. Age restrictions for people that age or above applying to adopt are flexible provided they meet all the relevant criteria and can meet the needs of the children with a plan for adoption.</p> <p>OAWY marketing, comms and website shows a diverse representation.</p> <p><u>Birth relatives</u> Support for birth relatives is ongoing and available regardless of their age.</p> <p><u>Staff</u> OAWY employ a diverse age-range of staff. All ages are welcome. Age is not a factor in staff recruitment.</p> <p>LCC is an Age Friendly Employer.</p> <p>All staff at OAWY are working toward the Cultural Cohesion Quality Mark (CCQM).</p>	<p><u>Adoptees</u> 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. There is also an impact on their identity. <a href="#">See action 1, section 12.</a></p> <p><u>Adopters</u> It could be perceived as a weakness that OAWY must ensure that adopters will have the health and longevity to parent a child throughout their childhood and early adulthood. However, meeting the needs of the child is the priority and this is well communicated. <a href="#">No action.</a></p> <p><u>Birth relatives</u> None.</p> <p><u>Staff</u> Staff are required to have a level of experience to a role in OAWY and we do not accept Assessed and Supported Year in Employment (1st year graduates). This potentially prevents younger people from having roles within OAWY. <a href="#">No action.</a></p>
<b>Religion/ Belief / Faith</b>	<p><u>Adoptees</u> Religion/belief and faith are a considered factor when matching children with adopters.</p> <p><u>Adopters</u> OAWY accepts adoption applicants of all religions/ beliefs/ faiths provided they meet all the relevant criteria and can meet the needs of the children with a plan for adoption. This ensures there is potential for a wide range of adopters recruited to</p>	<p><u>Adoptees</u> There are not always adequate numbers of potential adopters or children to meet the religious/ belief/ faith needs of either party. <a href="#">See action 1, section 12.</a></p> <p><u>Adopters</u> There are not always adequate numbers of potential adopters or children to meet the religious/ belief/ faith needs of either party. <a href="#">See action 2, section 12.</a></p>

	<p>meet the range of children needing placement.</p> <p>OAWY run a monthly Transracial, transcultural, transethnic adoption support group (TRECS) TRECS covers religion, ethnicity and culture and the important of adopted children's identities in relation to these areas.</p> <p>OAWY marketing, comms and website shows a diverse representation.</p> <p style="text-align: center;"><u>Birth relatives</u></p> <p>There are no barriers to accessing OAWY for birth relatives based upon their religion/ belief/ faith.</p> <p style="text-align: center;"><u>Staff</u></p> <p>Each OAWY office has prayer rooms. There is flexibility with annual leave regarding religious dates/ festivals. Events are planned around religious dates.</p> <p>All staff at OAWY are working toward the Cultural Cohesion Quality Mark (CCQM).</p>	<p style="text-align: center;"><u>Birth relatives</u></p> <p>None.</p> <p style="text-align: center;"><u>Staff</u></p> <p>The level of understanding across the agency around religion/ belief/ faith varies. This impacts on the support offered and having the required confidence with assessments. <a href="#">See action 3 and 4, section 12.</a></p>
<p><b>Disability</b></p>	<p style="text-align: center;"><u>Adoptees</u></p> <p>OAWY link with relevant local authority teams to support children with a disability.</p> <p style="text-align: center;"><u>Adopters</u></p> <p>Adopters with a disability can 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. Conversely, where applicants would benefit from services in person, this</p>	<p style="text-align: center;"><u>Adoptees</u></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. <a href="#">See action 1, section 12.</a></p> <p style="text-align: center;"><u>Adopters</u></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. <a href="#">No action.</a></p>

	<p>is offered.</p> <p>OAWY marketing, comms and website shows a diverse representation.</p> <p style="text-align: center;"><u>Birth relatives</u></p> <p>We capture during matching discussions if parents have a disability which informs how we communicate. communication is tailored as required.</p> <p style="text-align: center;"><u>Staff</u></p> <p>Training around disability is scheduled for staff during 2023/24.</p> <p>A variety of workplace occupational health assessments are available with recommendations implemented.</p> <p>Flexible working arrangements are accommodated wherever possible.</p> <p>LCC I has a disability and wellbeing at work staff network.</p> <p>LCC has a Healthy Minds staff network.</p> <p>LCC is registered as a disability confident employer.</p> <p>OAWY have mental health first aiders. Staff can be signposted to wellbeing services.</p> <p>All staff at OAWY are working toward the Cultural Cohesion Quality Mark (CCQM).</p>	<p style="text-align: center;"><u>Birth relatives</u></p> <p>Birth relatives can find it harder to access support services via PAC. There is a gap for those with complex mental health who struggle to engage. <a href="#">See action 5, section 12.</a></p> <p style="text-align: center;"><u>Staff</u></p> <p>The level of understanding across the agency around disability varies. This impacts on the support offered and having the required confidence with assessments. <a href="#">See action 4 and 6, section 12.</a></p> <p>Not all OAWY offices offer nearby parking which can cause some staff difficulties. <a href="#">See action 7, section 12.</a></p>
<b>Gender</b>	<p style="text-align: center;"><u>Adoptees</u></p> <p>We provide support services to adoptees irrespective of their gender identity.</p> <p style="text-align: center;"><u>Adopters</u></p> <p>Gender identity does not impact a person's ability to adopt provided</p>	<p style="text-align: center;"><u>Adoptees</u></p> <p>There is a lack of wider support to signpost gender diverse young people to. <a href="#">See action 4, section 12.</a></p> <p>Mosaic doesn't allow us to capture genders other than male, female, unknown or indeterminate. 27/04/2023 <a href="#">Mosaic will now capture increased gender diversity.</a></p> <p style="text-align: center;"><u>Adopters</u></p> <p>Although there are no gender considerations in recruiting Adopters</p>

	<p>they meet all the relevant criteria and are able to meet the needs of the children with a plan for adoption.</p> <p>We have a regional support group specifically for dads.</p> <p>OAWY marketing, comms and website shows a diverse representation.</p> <p>OAWY has a diverse range of adopters in relation to gender including non-binary and trans.</p> <p>OAWY pay for adopters to have gold membership to New Family Social, an independent agency specifically supporting diverse adopters.</p> <p style="text-align: center;"><u>Birth relatives</u></p> <p>We provide support services to birth relatives irrespective of their gender identity.</p> <p style="text-align: center;"><u>Staff</u></p> <p>Gender variance training was delivered by New Family Social (NFS) to 75 social work staff in 2021/22.</p> <p>Staff can access free webinars offered by NFS through our membership which focus on gender, sexuality and relationships.</p> <p>LCC offer introductory training around gender available on PAL.</p> <p>LCXC has a Women’s Voice staff network.</p> <p>All staff at OAWY are working toward the Cultural Cohesion Quality Mark (CCQM).</p>	<p>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. To support dads there is a regional support group established specifically for them. <a href="#">No action.</a></p> <p>Few single male adopters approach the agency to adopt However, our marketing does make clear it is not a barrier. <a href="#">No action.</a></p> <p style="text-align: center;"><u>Birth relatives</u></p> <p>We could improve our engagement with dads. <a href="#">See action 8, section 12.</a></p> <p style="text-align: center;"><u>Staff</u></p> <p>Most of the workforce at OAWY is female. <a href="#">See action 9, section 12.</a></p> <p>Adoption Panel – is overwhelmingly female and lacks gender diversity. <a href="#">See action 9, section 12.</a></p> <p>Peer mentors – are overwhelmingly female and lack gender diversity. <a href="#">See action 10, section 12.</a></p>
<p><b>Sexual Orientation</b></p>	<p style="text-align: center;"><u>Adoptees</u></p> <p>OAWY work with young people and there is an acceptance of young people within the service regardless of sexual orientation.</p> <p style="text-align: center;"><u>Adopters</u></p> <p>OAWY recruitment procedures are anti-discriminatory and welcome applicants who are LGBTQ+</p>	<p style="text-align: center;"><u>Adoptees</u></p> <p>None.</p> <p style="text-align: center;"><u>Adopters</u></p> <p>OAWY are successful in recruiting gay and lesbian adopters however there may still be perceived barriers for this</p>

	<p>provided they meet all the relevant criteria and can meet the needs of the children with a plan for adoption.</p> <p>We have conversations with adopters if their beliefs are at odds with anyone's sexual orientation.</p> <p>1 in 5 OAWY adopters are LGBTQ+.</p> <p>OAWY marketing, comms and website shows a diverse representation.</p> <p>OAWY pay for adopters to have gold membership to New Family Social.</p> <p>Leeds City Council is in Stonewall's Top 100 list for leading LGBTQ+ inclusive employers.</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 style="text-align: center;"><u>Birth relatives</u></p> <p>We provide support services to birth relatives irrespective of their sexual orientation.</p> <p style="text-align: center;"><u>Staff</u></p> <p>LCC have an LGBTQ+ staff network.</p> <p>Adoption Panels have a diverse representation in terms of sexual orientation.</p> <p>Panels – we have a diverse panel in terms of sexual orientation.</p> <p>All staff at OAWY are working toward the Cultural Cohesion Quality Mark (CCQM).</p>	<p>group. OAWY's marketing promotes adoption to members of the LGBTQ+ community and actively supports LGBTQ+ national events and campaigns. <b>No action.</b></p> <p style="text-align: center;"><u>Birth relatives</u></p> <p>None.</p> <p style="text-align: center;"><u>Staff</u></p> <p>None.</p>
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<p><b>Race</b></p>	<p style="text-align: center;"><u>Adoptees</u></p> <p>We provide support services to adoptees irrespective of their race. We utilise lived experiences of OAWY workers in relations to race when working with adoptees of a specific race/ethnicity.</p> <p style="text-align: center;"><u>Adopters</u></p> <p>Adopters from any racial background are recruited by OAWY, provided they meet all the relevant criteria and can meet the needs of the children with a plan for adoption.</p> <p>A transracial support group for adopters is available.</p> <p>OAWY marketing, comms and website shows a diverse representation.</p> <p style="text-align: center;"><u>Birth relatives</u></p> <p>Birth relatives can access independent support regardless of their race.</p> <p>Birth parents' views regarding their child's upbringing within an adoptive family are sought and given consideration in the matching process.</p> <p style="text-align: center;"><u>Staff</u></p> <p>OAWY has a Shared Learning and Experience from a Black Perspective staff group.</p> <p>LCC has a Race Equality staff network. The Race Equality network provides a safe arena where Leeds City Council colleagues can discuss and raise issues that impact on staff who are from an ethnically diverse background.</p> <p>All staff at OAWY are working toward the Cultural Cohesion Quality Mark (CCQM).</p>	<p style="text-align: center;"><u>Adoptees</u></p> <p>We do not have enough Roma adopters – locally or nationally to meet the needs of Roma children. <a href="#">See action 1, section 12.</a></p> <p style="text-align: center;"><u>Adopters</u></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. <a href="#">See action 2, section 12.</a></p> <p style="text-align: center;"><u>Birth relatives</u></p> <p>There is potentially a lack of diversity in the agency offering independent support to birth relatives which may be a barrier to fully understanding the needs of relatives and to them accessing support. <a href="#">See action 11, section 12.</a></p> <p style="text-align: center;"><u>Staff</u></p> <p>There is a lack of diversity in our workforce and in particular the senior leadership team. <a href="#">See action 12. Section 12.</a></p>
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**Are there any gaps in equality and diversity information?  
Please provide detail:**

N/A.

**Action required:**

Actions required relating the strengths and weaknesses table (section 5) are captured in section 12.

**6. Wider involvement – have you involved groups of people who are most likely to be affected or interested**

Yes

No

**Please provide detail:**

The strengths and weaknesses stated in section 5 were shared with Adoption UK (adopters), PAC UK (adoptees & birth relatives) and all staff at OAWY to ask for their feedback, additions and amends.

Feedback received from Adoption UK 16<sup>th</sup> March 2023 was applied.  
Feedback received from staff between 16<sup>th</sup> March and 17<sup>th</sup> was applied.  
No feedback was received from PAC UK.

**Action required:**

All actions are captured in section 12.

**7. Who may be affected by this activity?**

please tick all relevant and significant equality characteristics, stakeholders and barriers that apply to your strategy, policy, service or function

**Equality characteristics**

Age

Carers

Disability

Gender reassignment

Race

Religion or Belief

Sex (male or female)

Sexual orientation

Other

(Other can include – marriage and civil partnership, pregnancy and maternity, and those areas that impact on or relate to equality: tackling poverty and improving health and well-being)

**Please specify:** n/a

**Stakeholders**

Services users	Employees	Trade Unions
<input checked="" type="checkbox"/> Partners	<input checked="" type="checkbox"/> Members	<input type="checkbox"/> Suppliers
<input type="checkbox"/> Other please specify		

**Potential barriers.**

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

**Please specify**

**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 if 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 recruitment targeting black and LGBTQ+ communities to consider adoption.
5. Adopter preparation events are held in person. There is flexibility of venue choice to meet the needs of any applicants 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 are held in an accessible and child friendly location – taking place at least 3 times per year aimed at approved adopters and adopters in assessment. Fun days allow for there to be a focused event for children who are likely to wait longer for an adoptive family. 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 supported through effective matching and support plans.
9. OAWY seeks to identify and meet any additional support needs adopters may have to support them to care for children from different ethnic, cultural and religious groups and children with disabilities.
10. OAWY uses Link Maker to identify placements for children.
11. OAWY attends some national exchange days and activity days. 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. All advice and information are free and the majority of services are also free to access.
15. Adoption Support is provided via a range of accessible means.
16. Webinars and podcast now in place that provide training on a variety of topics at more accessible times. OAWY run groups/ meetings on evenings, weekends as well as daytime and have groups where we meet in person.

## Adopters

17. 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.
18. A Peer Mentor service is available to OAWY adopters.
19. A support group for dads has been in place since June 2021.
20. A transracial adopter's support group has been in place since January 2022.
21. Adoption UK provides an arena for all adopters to access information and advice - <https://www.adoptionuk.org/>
22. 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. [New Family Social - Home](#)
23. We run several monthly online support groups for adoptive parents including specific ones for single adopters, dads and adopters who adopt a child of different race or culture to themselves.

## Birth Parent Groups

24. 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

25. 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/>

## Tweens (9 to 12 years old)

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

## Staffing

27. OAW have diverse interview panels when possible.
28. Social workers are trained regarding equality and diversity issues in their degree in social work.
29. 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.

30. All staff at the agency are working toward the Cultural Cohesion Quality Mark.

#### Specialist Advice

31. 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 action 1, section 12](#)).
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 1, section 12](#)).

\*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. However, we provide training to children's social care and challenge to LA decision making when appropriate and evidence it.
4. 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 action 1, section 12](#)).

#### Adoption Support

#### **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)

Action	Timescale	Measure	Lead person
<u>Action 1</u> Develop family finding practice in relation to children who wait longer. This action 1 on the 2023/24 SIP.	31/03/2024	A new approach to reduce waiting time for children who wait longer piloted.	Nicola Steele
<u>Action 2</u> Increase the number of adopters able to meet the needs of children who wait longer. This is Action 2 on the 2023/24 SIP.	31/03/2024	An increase in the number/ proportion of adopters able to meet the needs of children who wait longer.	Rhian Beynon
<u>Action 3</u> Develop training for adopters regarding transracial placements. Implement tool for assessing and supporting families to adopt transracially. This is Action 2, milestone 4 on the 2023/24 SIP.	31/03/2024	An increase in the number/ proportion of adopters able to meet the needs of children who wait longer.	Rhian Beynon
<u>Action 4</u> Achieve CCQM. This is Action 6, milestone 6 on the 2023/24 SIP.	31/03/2023	Skilled staff able to meet the needs of children and families.	Michelle Rawlings



<p><u>Action 5</u></p> <p>PAC UK contract up for renewal. Birth relatives can find it harder to access support services via PAC. There is a gap for those with complex mental health who struggle to engage. This will be added as a KPI to the new contract.</p>	31/03/2024	KPI added to contract.	Julie Chew
<p><u>Action 6</u></p> <p>OAWY Panel member is developing training for OAWY staff and other panel members on parenting with a disability.</p>	31/03/2024	Training delivered.	Rhian Beynon
<p><u>Action 7</u></p> <p>Add accessible parking details to building guides.</p>	30/06/2023	Staff aware of parking options for each office location.	Aretha Hanson
<p><u>Action 8</u></p> <p>Improve engagement with birth relatives – dads. Have this as a KPI within the contract for commissioned independent support services as it is in the existing one.</p>	31/03/2024	KPI added to contract.	Julie Chew
<p><u>Action 9</u></p> <p>Try to recruit more male staff and panel members where possible.</p>	31/03/2024	An increase in male social work staff and panel members.	Michelle Rawlings

<u>Action 10</u> Add KPI to Adoption UK contract for more male peer mentors.	31/03/2024	An increase in the number of male peer mentors.	Julie Chew
<u>Action 11</u> Contact PAC UK and request staff demographic details.	30/06/2023	Data obtained.	Julie Chew
<u>Action 12</u> Increase the diversity of interview panels.	31/03/2024	Increased interview panel diversity.	Michelle Rawlings

**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
Michelle Rawlings	Head of OAWY	March 2022
<b>Date impact assessment completed</b>		<b>March 2022</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: <b>TBC</b>
For Delegated Decisions or Significant Operational Decisions – sent to appropriate <b>Directorate</b>	Date sent: <b>TBC</b>
All other decisions – sent to <a href="mailto:equalityteam@leeds.gov.uk">equalityteam@leeds.gov.uk</a>	Date sent: <b>TBC</b>

Appendix A



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.





