

# 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
<b>Lead person:</b> Sarah Johal	<b>Contact number:</b> 07891277316
<b>Date of the equality, diversity, cohesion and integration impact assessment:</b> February 2018	

<b>1. Title:</b> One Adoption West Yorkshire
Is this a:
<input type="checkbox"/> <b>Strategy /Policy</b> <input checked="" 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
Mary Brudenell	One Adoption West Yorkshire	Service Delivery Manager, One Adoption West Yorkshire
Julie Chew	One Adoption West Yorkshire	Service Delivery Manager, One Adoption West Yorkshire
Mandy Prout	One Adoption West Yorkshire	Service Delivery Manager, One Adoption West Yorkshire
Aretha Hanson	One Adoption West Yorkshire	Business Support Manager, One Adoption West Yorkshire
Richard Stevenson	One Adoption West Yorkshire	Practice Improvement & Development Manager, One Adoption West Yorkshire

<b>3. Summary of strategy, policy, service or function that was assessed:</b>
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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.

One Adoption West Yorkshire (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 agencies which provided adoption services for West Yorkshire; Bradford, Calderdale, Kirklees, Leeds and Wakefield and is the largest adoption agency in the North of England.

This new agency 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)

<b>4a. Strategy, policy or plan</b> (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 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"/>

**Please provide detail:**  
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, people wishing to adopt, adopters, birth parent and staff.

**5. Fact finding – what do we already know**  
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)

There are no restrictions to adoptive applicants regardless of age, religion/ belief/ faith, disability, gender, sexual orientation, race or if they are a trans person, provided they are deemed to be able to meet the needs of the child/ children they wish to adopt.

Children who wait longer to be adopted generally have one of more of the following characteristics; they are older, BME, have a disability or are part of a sibling group.

	<b>Strengths</b>	<b>Weaknesses</b>
<b>Age</b>	Age restrictions for adopting applicants are flexible and OAWY recognise that more people are having children at an older age.	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. Specific targeting of older adopters has not been carried out to date.
<b>Religion/ Belief / Faith</b>	OAWY accepts adoption applications from applicants of all religions/ beliefs/ faiths. This ensures there is potential for a wide range of potential adopters recruited to meet the range of children needing placement.	There are not always adequate numbers of potential adopters or children to meet the religious/ belief/ faith needs of either party.  Adopters from faith backgrounds often adopt for altruistic reasons and tend to consider taking older children and sibling groups. There is not enough adopters for this group of children so a more targeted approach is required.
<b>Disability</b>	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.	Some potential adoptive applicants who have 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.  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 with Asperger's or those 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.
<b>Gender</b>	Female and male adopters are able to adopt.	Single males and single female adopters at times are not aware they can adopt on their own and applicants from single males are small. 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 usually female. A negative impact of this may be that there is a potential for male adopters to become isolated and in these instances they should be encouraged to attend support groups (see Action Plan).
<b>Sexual Orientation</b>	OAWY recruitment procedures are anti-discriminatory and welcome applicants who are LGBT. The assessment process conforms to British Association for Adoption and Fostering (BAAF) guidance on assessment and workers have been trained in assessment, including assessing gay and lesbian adopters.	We are not aware of any barriers to LGBT groups being recruited to adoption. However, refresher training would be useful to staff in matters of recruitment and assessment of LGBT applicants.
<b>Race</b>	Adopting applicants from any racial background are recruited to OAWY, if they meet all the relevant criteria and are able to meet the needs of the children.	Recruiting adopters for children from BME 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.
<b>Trans People</b>	OAWY policies do not discriminate against trans-gender adopters.	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 who wish to adopt have fair access to the process and feel confident to adopt.
<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>  Action 1 - Develop an innovative &amp; bespoke family finding/ matching process for children who wait longer.</p>		

Action 2 - Ensure marketing campaigns are inclusive of older adopters.

Action 3 - Specific marketing campaign target at adopters from faith backgrounds.

Action 4 - Implement a service user feedback mechanism that allows analysis by diversity strand. This will enable OAWY to identify areas where action is required.

Action 5 – Provide refresher LGBT Training.

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

**Yes**                       **No**

**Please provide detail:**

In order to gather a perspective of the main service users the following groups who represent adopted teenagers, adoptive parents and birth parents were consulted.

- Adopters via Adopter Voice.

**Action required:**  
 Action 6 - Maintain active contact with service user groups and work with them to identify and implement service improvements.

**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**

<input checked="" type="checkbox"/> <b>Age</b>	<input type="checkbox"/> <b>Carers</b>	<input checked="" type="checkbox"/> <b>Disability</b>
<input checked="" type="checkbox"/> <b>Gender reassignment</b>	<input checked="" type="checkbox"/> <b>Race</b>	<input checked="" type="checkbox"/> <b>Religion or Belief</b>
<input checked="" type="checkbox"/> <b>Sex (male or female)</b>	<input checked="" type="checkbox"/> <b>Sexual orientation</b>	
<input type="checkbox"/> <b>Other</b>		

**(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**

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

**Potential barriers.**

<input type="checkbox"/> <b>Built environment</b>	<input checked="" type="checkbox"/> <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 potential adopters to Information Events which are held across the region, so there are always local events. Generally the events are held at venues that ensure they are physically accessible for people who wish to attend who have a disability;
  2. OAWY has a clear statement in its' policy that we accept and actively recruit adopters regardless of age, religion/ belief/ faith, disability, gender, sexual orientation, race or if they are a Trans Person provided they are deemed to be able to meet the needs of the child/ children they wish to adopt;
  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, race or if they are a Trans Person. Our marketing and publicity material uses positive images to promote our approach to equality within our advertising, see Appendix A;
  4. OAWY have approved a diverse range of people, including same gender couples

- and single people. We have undertaken specific LGBT recruitment for adoption families and have been actively involved in the LGBT Challenge group;
5. We have a planned process of continual training for adoption Social Workers around LGBT;
  6. Constructive use of targeted recruitment activity has increased our ability to secure placements for children with specific needs arising from cultural background or developmental issues and disability;
  7. Information events and preparation events are held at venues to meet the needs of adopters with a disability;

#### Family Finding for Children

8. Profiling Events are held in accessible buildings quarterly which are aimed at adopters in assessment as well as approved. This enables people to get information early about the reality of the children OAWY are seeking to place;
9. 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;
10. 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;
11. OAWY uses Adoption Match and Link Maker to identify placements for those children who wait longer. This includes regularly attending national exchange days and activity days – allowing OAWY to identify adopters who can meet the specific needs of the child;

#### 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 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 at a range of accessible locations;

#### Adopter Voice

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. All 15 Yorkshire LAs sent a survey to all registered adopters inviting them to join Adopter Voice;
18. Adopter Voice provides an arena for all adopters to access information and advice;

#### Birth Parent Groups

19. 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/>

#### AT-ID

20. OAWY work with AT-ID (adopted teens identity) to learn from feedback from adopted teenagers;  
<http://www.at-id.org.uk/>

#### Staffing

21. Diversity issues are addressed during supervision to ensure that the needs of children are met and that service users are being treated fairly;

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;

#### Training

23. Social workers are trained regarding equality and diversity issues in their degree in social work. All the managers have had recent training regarding unconscious bias within OAWY;

#### Specialist Advice

24. 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:**

None.

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

##### Recruitment and Assessment of Adopters

1. There are insufficient adopters with a diverse background coming forward to adopt;
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;

##### Family Finding for Children

3. There can be unconscious bias from Children's Social Workers regarding considering single females and males for the children they have waiting;
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;

##### Adoption Support

5. We do not know if there are any groups of people who struggle to obtain the adoption support we offer;

##### Training

6. Of all the diversity stands Trans People is the area we have the least knowledge of, training is needed in this area.

#### **Action Required**

Action 7 - Link with BME communities to promote and educate in terms of the children we have available for adoption (work with Leeds City Council's Communities Teams for advice and support).

Action 8 - Continue to challenge unconscious bias from children's social workers in a restorative way and provide training and support as required.

Action 9 - Conduct Analytical work to establish if OAWY can better target adopters that meet the cultural needs of our children.

Action 10 - Work needs to be conducted to identify groups that may benefit from more specific adoption support i.e. Dad's group, same sex parents as there may be gaps in the support we offer.

Action 11 – Training delivered to enhance organisational understanding of Trans People and to harness their ability to become adoptive parents.

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

**Yes**

**No**

**Please provide detail:**

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

**Action required:**

See actions 1 – 11, section 12.

**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. 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 their individual(s) diverse group. Therefore, prospective adopters who are not matched with a child may feel they are at a disadvantage.

**Action required:**  
See Action 3, section 12.

## 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
Action 1: Develop an innovative & bespoke family finding/ matching process for children who wait longer.	31/03/2019	A new approach to reduce waiting time for children who wait longer piloted.	Mary Brudenell
Action 2: Ensure marketing campaigns are inclusive of older adopters.	31/03/2019	Campaign delivered.	Mandy Prout/ Dave Glanville
Action 3: Specific marketing campaign target at adopters from faith backgrounds.	31/03/2019	Campaign delivered.	Mandy Prout/ Dave Glanville
Action 4: Implement a service user feedback mechanism that allows analysis by diversity strand.	31/12/2018	Service user satisfaction results reportable by diversity strand. This will enable planned action to be taken to make improvements as required.	Richard Stevenson/ Aretha Hanson
Action 5: Provide refresher LGBT Training.	31/12/2018		Mandy Prout/ Mary Brudenell/ Julie Chew
Action 6: Maintain active contact with service user groups and work with them to identify and implement service improvements.	31/06/2018	Service user groups improvement actions added to OAWY service improvement plans.	Richard Stevenson
Action 7: Link with BME communities to promote and educate in terms of the children we have available for adoption (work with Leeds City Council's Communities Teams for advice and support).	31/03/2019	Outcomes based accountability workshop held with community leaders across the West Yorkshire Region.	Sarah Johal/ Mandy Prout/ Mary Brudenell
Action 8: Continue to challenge unconscious bias from children's social workers in a restorative way and provide training and support as required.	31/03/2019	Set-up training/ support group and deliver bespoke training session(s) as required to children's social workers.	Mandy Prout/ Mary Brudenell/ Julie Chew




**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	
<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:
For Delegated Decisions or Significant Operational Decisions – sent to appropriate <b>Directorate</b>	Date sent:
All other decisions – sent to <a href="mailto:equalityteam@leeds.gov.uk">equalityteam@leeds.gov.uk</a>	Date sent:

**You learn a lot when  
you adopt, Liam and  
Nick learned it really  
is good to talk.**



**One**  
Adoption

YOUR REGIONAL ADOPTION AGENCY

**Hear more about their adoption story at  
[www.oneadoption.co.uk/liam](http://www.oneadoption.co.uk/liam)**



**You learn a lot when  
you adopt, Alice and  
Ben learned that  
honesty really is the  
best policy.**



**One**  
Adoption

YOUR REGIONAL ADOPTION AGENCY

**Hear more about their adoption story at  
[www.oneadoption.co.uk/alice](http://www.oneadoption.co.uk/alice)**



**You learn a lot  
when you adopt,  
Nicola learned that  
two can be family.**



**One**  
Adoption

YOUR REGIONAL ADOPTION AGENCY

**Hear more about her adoption story at  
[www.oneadoption.co.uk/nicola](http://www.oneadoption.co.uk/nicola)**





## **For Megan and Angie, starting a family was a little more complicated than for some couples**

We thought about all the alternatives - and explored some a little more than others - and although in the beginning I was keener than Angie to consider adoption that was the path we decided to follow.

[\*\*Read Megan and Angie's story\*\*](#)



## **Matt and James wanted to adopt a very young child so Early Permanence Placement (EPP) seemed like the natural choice**

'We started talking about adoption with friends, family and work colleagues, and it became clear that many people had some knowledge of, or had their lives touched by adoption,' says James. 'So, armed with encouragement and reassurance, we began researching online to learn more about opportunities for adoption and the processes involved.'

[\*\*Read Matt and James' story\*\*](#)



## **'You learn a lot when you adopt. Jane and Simon learned how many toys fill a house'**

Jane and Simon made the decision to adopt, rather than pursue fertility treatment, after trying for a baby for over five years. They felt that they could provide a loving, stable family home for a child that needed one.

[Read Jane and Simon's story](#)



## **'You learn a lot when you adopt. Alice and Ben learned that honesty really is the best policy'**

Alice and Ben adopted James and his disabled brother Luke, when they were four and three years old respectively, and their four birth children were in their teens.

[Read Alice and Ben's story](#)

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