


# Equality Impact Assessment Record

Date of EIA                      December 2<sup>nd</sup> 2008  
 Directorate                      Social Care & Learning

<b>Initial Screening Record</b>		Step
<b>Initial Screening Record</b>		1/2
Activity to be assessed	Allowance Scheme for Substitute Family Carers	
What is the activity?	<p>This activity is a policy.</p> <p>There are a number of other policies relating to this function:</p> <ul style="list-style-type: none"> <li>• Fostering Service Policy and Procedure</li> <li>• Special Guardianship Policy and Procedure</li> <li>• Residence Order Policy and Procedure</li> <li>• Adoption Agency Policy</li> <li>• Adoption Support Policy and Procedure</li> </ul>	
Is it a new or existing activity?	Existing	
Aim / objective / purpose of the activity – who is the activity designed to benefit/target?	<p><b>The purpose of the activity is to:</b> See below  <b>The activity is designed for:</b> See Below</p> <p>The purpose of the function is to-            Ensure that the payment of allowances to kinship and non-kinship foster carers, special guardians, supported lodgings providers, residence order holders and adopters is consistent both with legal requirements and court judgements.</p> <p>The objective of the policy is to ensure that:</p> <ul style="list-style-type: none"> <li>• The core allowance for all these carer groups is sufficient to maintain the child or young person,</li> <li>• That suitable payments are made to support the additional needs of disabled children,</li> <li>• That suitable payments are made to reward assessed carer skills,</li> <li>• That payments to non-kinship foster carers take into account the need to respond to market conditions,</li> <li>• That any differentials between payments to carer groups are in line with relevant regulations and guidance.</li> </ul>	
Who is responsible for the activity?	The person/section/team responsible for this policy/function is: The Head of Service for Looked After Children, Sheila McKeand	
Did Step 1: Initial Screening indicate that a full EIA was necessary?	<input checked="" type="checkbox"/> Yes – full EIA completed and recorded below. <input type="checkbox"/> No – full EIA not completed therefore record ends here.	
<b>Full EIA Record</b>		3/4
Who are the members of the EIA team?	Chris Mills, Sheila McKeand, Penny Reuter	
What evidence has been found to indicate that the activity might need to be amended? (Include any consultation undertaken)	<p>Payments are made in accordance with the scheme irrespective of gender, race, origin or other status.</p> <p>Eligibility is based on established legal definitions.</p> <p>The scheme has been vetted by counsel with regard to the need to ensure that the differentials in payments between different</p>	

	carer groups are fair and reflect current legal requirements.		
With regard to the equalities themes, which groups might be <b>impacted</b> by the activity? Might any of these groups be impacted <b>adversely</b> ?	<b>Groups Impacted</b>	<b>Groups impacted adversely</b>	<b>4</b>
	<input checked="" type="checkbox"/> Race and ethnicity <input checked="" type="checkbox"/> Disability <input checked="" type="checkbox"/> Gender <input checked="" type="checkbox"/> Age <input checked="" type="checkbox"/> Sexual Orientation <input checked="" type="checkbox"/> Religion or belief  All of these groups could be potentially impacted upon	<input type="checkbox"/> Race and ethnicity <input type="checkbox"/> Disability <input type="checkbox"/> Gender <input type="checkbox"/> Age <input type="checkbox"/> Sexual Orientation <input type="checkbox"/> Religion or belief  All of these groups could potentially be adversely affected	
What evidence is there to suggest an impact/adverse impact?	See above	See above	
On what grounds can impact or adverse impact be justified?	No adverse impact has been identified		
Is there any current action that addresses issues for any of the groups impacted/adversely impacted?	See above sections		
What changes will you make to the activity reduce or remove any differential/adverse impact?	No adverse or differential impact has been identified.		<b>5</b>
Into which action plan/s will these actions be incorporated?	N/A. That said Children's Social Care will keep allowance rates and related policy areas under regular review.		
Who is responsible for the action plan?	The Head of Service (Looked After Children) Children's Social Care.		
Have any examples of good practise been identified as part of the EIA?	The introduction of a core allowance for all carer groups based on the recommendations of the Fostering Network and including pro rata payments for holidays, birthdays and festivals.		
Has the EIA been published on the Council website?	Yes it will be made available on the Internet		<b>6</b>
Who is the relevant Chief Officer and have they signed off the EIA?	Chief Officer: Children's Social Care  Signature...Penny Reuter .....		
Which PMR will this EIA be reported in?	SC&L, Q3		

Actions:

1. Review of allowance and related policies.