

Please read the guidance before completing this form. Please delete all the instructions in red. Remember this is a public document and needs to be clear about how any proposal will impact on an individual.

**Kent County Council
Equality Analysis/ Impact Assessment (EqIA)**

Directorate/ Service: Integrated Children's Services – Adoption Service

Name of decision, policy, procedure, project or service: Therapeutic practitioners for post adoption support services – change of employment

Responsible Owner/ Senior Officer: Caroline Smith, Assistant Director Corporate Parenting

Version: 0.1

Author: Sarah Skinner & Madeline Bishop

Pathway of Equality Analysis: DivMT

Summary and recommendations of equality analysis/impact assessment.

Context

An important role of the Kent Adoption Service, now part of Adoption Partnership South East is the provision of post-adoption support for families. Since 2012, KCC has commissioned the Thomas Coram Foundation (known as Coram) to employ and provide clinical supervision for five therapeutic practitioners who work as part of the multi-disciplinary team that provides post-adoption support. The current contract is due to expire on 31st March 2021.

Aims and Objectives

KCC now has the capability and opportunity to bring the therapeutic element of the service inhouse when the current contract expires in March 2021. Now that Kent is part of Adoption Partnership South East, the therapeutic input will need to be flexible enough to respond to changing needs and potentially to expand the scope of provision to cover Medway and Bexley as and when there is a need and funding is available.

The proposal is therefore to bring the service inhouse from April 2021 and for KCC yo employ the therapeutic practitioners directly after the current contract expires.

The current therapeutic practitioners employed by Coram would likely be subject to TUPE and would therefore be transferred to become part of the KCC workforce. Separate arrangements would need to be made regarding the clinical supervision of some of the specialties in order to comply with their professional registration, but this does not apply to all.

Summary of equality impact

The EqIA screening detailed below indicates that the proposal has no adverse equality implications.

Adverse Equality Impact Rating Low

A low rating of relevance to the protected characteristics group has been attributed to the process of initial screening.

Attestation

I have read and paid due regard to the Equality Analysis/Impact Assessment concerning therapeutic practitioners for post adoption support services – change of employment. I agree with risk rating and the actions to mitigate any adverse impact(s) that has /have been identified.

Head of Service

Signed: _____ Name: Caroline Smith

Job Title: Assistant Director for Corporate Parenting Date: _____

DMT Member

Signed: _____ Name: Sarah Hammond

Job Title: Director Integrated Children's Services Date: _____

Part 1 Screening

Could this policy, procedure, project or service, or any proposed changes to it, affect any Protected Group (listed below) less favourably (negatively) than others in Kent?

Could this policy, procedure, project or service promote equal opportunities for this group?

Protected Group	Please provide a brief commentary on your findings. Fuller analysis should be undertaken in Part 2.			
	High negative impact EqIA	Medium negative impact Screen	Low negative impact Evidence	High/Medium/Low Positive Impact Evidence
Age	None	None	None	Provides an opportunity to promote and show how KCC values its employees and seeks to meet the needs of those with this protected characteristic.
Disability	None	None	Managers will need to be aware of any disabilities and make time available to address any issues through consultation, and ensure staff are not treated less favourably as a result. This will be monitored to make sure any reasonable adjustments are applied where necessary or appropriate.	Provides an opportunity to promote and show how KCC values its employees and seeks to meet the needs of those with this protected characteristic.
Gender	None	None	All relevant policies and procedures in respect of part-time working, flexible working, caring responsibilities will be implemented as appropriate, throughout the	The proposal is not envisaged to effect one gender more than another as gender is not a factor. Agreed policies and procedures will be applied throughout the process, and the principles and arrangements that it sets out

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			consultation and engagement exercise.	are applicable to all employees irrespective of their protected characteristic/s.
Gender identity/ Transgender	None	None	KCC agreed policies and procedures will be applied throughout the consultation process	Provides an opportunity to promote and show how KCC values its employees and seeks to meet the needs of those with this protected characteristic.
Race	None	None	No internal action or further assessment required. KCC agreed policies and procedures will be applied throughout the consultation process.	KCC agreed policies and procedures will be applied throughout the consultation process and finalising team structures within the Regional Adoption Agency.
Religion and Belief	None	None	Line managers to make time available to address any issues raised. Exemption to working different hours to be considered. Staff may require time off to observe religious festivals. Flexible working can be used to accommodate these requirements.	KCC agreed policies and procedures will be applied throughout the consultation process.

			Relevant policy and procedure to be applied.	
Sexual Orientation	None	None	If any issues currently unknown are revealed during the consultation process then this will be revisited.	KCC agreed policies and procedures will be applied throughout the consultation process and finalising team structures within the Regional Adoption Agency.
Pregnancy and Maternity	None	None	If any issues currently unknown are revealed during the consultation process then this will be revisited.	KCC agreed policies and procedures will be applied throughout the consultation process and finalising team structures within the Regional Adoption Agency.
Marriage and Civil Partnerships	None	None	If any issues currently unknown are revealed during the consultation process then this will be revisited.	Agreed policies and procedures will be applied throughout the process, and the principles and arrangements that it sets out are applicable to all employees irrespective of their protected characteristic/s.
Carer's Responsibilities	None	None	If any issues currently unknown are revealed during the consultation process then this will be revisited Discussions will be held with staff who identify that they may be potentially adversely affected,	KCC agreed policies and procedures will be applied throughout the consultation process and finalising team structures within the Regional Adoption Agency.

			although the aim is to not change any existing working patterns or office base unless requested by the individual member of staff.	
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Part 2

Equality Analysis /Impact Assessment

Part 2 not required as screening concluded that that the **Adverse Equality Impact Rating is Low**

Protected groups

Information and Data used to carry out your assessment

Who have you involved consulted and engaged?

Analysis

Adverse Impact:

Positive Impact:

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JUDGEMENT

Internal Action Required YES
Equality Impact Analysis/Assessment Action Plan

Protected Characteristic	Issues identified	Action to be taken	Expected outcomes	Owner	Timescale	Cost implications

Have the actions been included in your business/ service plan?

Yes/No

Appendix

Please include relevant data sets

Please forward a final signed electronic copy and Word version to the Equality Team by emailing diversityinfo@kent.gov.uk

If the activity will be subject to a Cabinet decision, the EqIA must be submitted to committee services along with the relevant Cabinet report. Your EqIA should also be published .

The original signed hard copy and electronic copy should be kept with your team for audit purposes.