

Equality Impact Assessment

Section 1: About the proposal


Title of Proposal Chair of Adoption/Fostering Approval and Matching Panel – Stop current contract and deliver internally

Intended outcome of proposal - Maintain current quality of fostering and adoption approval and matching process within current panel resources.

Description of proposal: The current chair of the fostering and adoption approval and matching panel is contracted externally and independently. This is not a legislative responsibility. The proposal is to remove the independent chair and replace with current resources. This will bring oversight of the process into line with the Kinship approval and reviewing panel which does not have an Independent Chair but continues to maintain quality of assessment and review of Kinship arrangements.

HSCP Strategic Priorities to which the proposal contributes Proposal maintains commitment to supporting children and young people to live safely within their own community.
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Lead officer details	
Name of lead officer	Brian Reid
Job title	Interim Head of Service, Children and Families and Justice Social Work
Department	Children and Family and Justice Services, HSCP
Appropriate officer details	
Name of appropriate officer	Mark Lines
Job title	Senior Manager, Children and Families (Resources)
Department	Children and Family and Justice Services, HSCP

Sign-off of EIA	
Date of sign-off	18.02.21

Who will deliver the proposal?
Children and Families and Justice Social Work service

Section 2: Evidence used in the course of carrying out EIA

Consultation / engagement. Senior Manager/staff who are currently involved in the fostering/adoption approval and matching process and take part in the panels.

Data

Other information

Gaps in evidence

Section 3: Impact of proposal

Impact on service users:

	Negative	No impact	Positive	Don't know
Protected characteristics:				
Age		X		
Disability		X		
Ethnicity		X		
Sex		X		
Gender reassignment		X		
Marriage and Civil Partnership		X		
Pregnancy and Maternity		X		
Religion		X		
Sexual Orientation		X		
Fairer Scotland Duty:		X		
Mainland rural population		X		
Island populations		X		
Low income		X		
Low wealth		X		
Material deprivation		X		
Area deprivation		X		
Socio-economic background		X		
Communities of place		X		
Communities of interest		X		

If you have identified any negative impacts on service users, give more detail here:
No impact has been identified on the fostering/adoption service or those children who are supported by the service.

If any 'don't knows' have been identified, when will impacts on these groups be clear?

How has 'due regard' been given to any negative impacts that have been identified?
n/A

Impact on service deliverers (including employees, volunteers etc.):

	Negative	No impact	Positive	Don't know
Protected characteristics:		X		
Age		X		
Disability		X		
Ethnicity		X		
Sex		X		
Gender reassignment		X		
Marriage and Civil Partnership		X		
Pregnancy and Maternity		X		
Religion		X		
Sexual Orientation		X		
Fairer Scotland Duty:		X		

	Negative	No impact	Positive	Don't know
Mainland rural population		x		
Island populations		x		
Low income		x		
Low wealth		x		
Material deprivation		x		
Area deprivation		x		
Socio-economic background		x		
Communities of place		x		
Communities of interest		x		

If you have identified any negative impacts on service deliverers, give more detail here:
None

If any 'don't knows' have been identified, when will impacts on these groups be clear?
None

How has 'due regard' been given to any negative impacts that have been identified?
None

Section 4: Interdependencies

Is this proposal likely to have any knock-on effects for any other activities carried out by or on behalf of the HSCP?	None – although may be desirable for this proposal to be considered with reference to other processes across the HSCP where there is an Independent Chair.
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Details of knock-on effects identified
None

Section 5: Monitoring and review

Monitoring and review

As part of the monthly service management meetings close monitoring of any possible negative impact on any inspection rates for the Fostering and Adoption Service will be closely monitored. Agency Decision Maker will maintain oversight through screening prior to authorisation.