



Equality Impact Assessment

What is an Equality Impact Assessment (EIA) and why does the County Council do them?

The [Public Sector Equality Duty](#) (PSED) is an obligation within the [Equality Act 2010](#) ("the Act"), which asks public authorities, like Hampshire County Council, to give 'due regard' to equality considerations, in particular to:

- Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act.
- Advance equality of opportunity between people who share a protected characteristic and those who do not.
- Foster good relations between people who share a protected characteristic and those who do not.

This includes assessing the impact of policies and practices on individuals and communities with a protected characteristic, as defined in the Act and some other specific groups. The County Council uses EIAs to ensure it has paid 'due regard' to equalities considerations when there are changes to a service or policy, a new project or certain decisions.

EIA author	Position & Department	Contact
Debbie Field	RAA Project Manager Children's Services	debbie.field@hants.gov.uk Tel:Teams

Title:	Adoption Support Therapies Framework
Related EIAs:	None

EIA for Savings Programme:	No
Service affected	Adopt South's* Adoption Support therapies offer. *The Adopt South Regional Adoption Agency is an unincorporated partnership, whose partners include Southampton, Portsmouth, and the Isle of Wight. There is a Partnership Agreement in place which is currently being reviewed. Under the terms of the Partnership Agreement, the County Council has been appointed lead authority and hosts Adopt South.
Description of the service/policy/project/project phase	Local authorities and Regional Adoption Agencies (RAAs) have a statutory requirement to ensure adopted children and their families are supported. Through accessing the Adoption Support Fund (ASF) via the Department for Education (DfE), local authorities or RAAs can commission targeted therapeutic packages for adopted families for children and young people up to the age of 21, or 25 with an education, health and care plan, to: <ul style="list-style-type: none"> • Improve the child's emotional health and wellbeing. • Develop positive behaviours. • Address child to parent violence. • Address sexual boundaries and behaviours. • Improve the child's engagements with learning. • Improve family life and relationships. • Support parents/child by developing skills in therapeutic parenting. The initial purchase of these therapeutic packages is commissioned by the RAA or local authority, however, this is reclaimed as these interventions are fully funded by the ASF.
New/changed service/policy/project	As lead authority for Adopt South, the County Council will undertake the procurement and be responsible for contract administration of the open framework, including the functional contract monitoring arrangements. All call off contracts would be commissioned and managed by Adopt South. As Adopt South is not a legal entity in its own right, the County Council will enter into the open framework agreement and any call off contracts made under it on behalf of Adopt South.

Engagement
Following the January 2024 Decision Day where approval to spend for this service is sought, Adopt South will engage with current service users and service providers to ensure that the outcome of the framework is a fit for purpose arrangement that meets the needs of the relevant cohort.

Equalities considerations - Impact Assessment

Age

Impact on public	Positive
Impact on staff	Neutral
Rationale	The new framework will have a positive impact on the target group of Children and Young People adoptees and their families eligible under the DFE Adoption Support Fund .
Mitigation	

Disability

Impact on public	Positive
Impact on staff	Neutral
Rationale	The framework will have a positive impact on disability as the services provided will be required to be inclusive and accessible for eligible children and young people under the DFE Adoption Support Fund criteria. For example there will be specialist therapists to support children and young people who are neurodivergent.
Mitigation	

Gender Reassignment

Impact on public	Positive
Impact on staff	Neutral
Rationale	The framework will have a positive impact on gender reassignment as the services provided will be required to be inclusive and accessible and therapists skilled and experienced in supporting vulnerable children and young people.
Mitigation	

Pregnancy and Maternity

Impact on public	Positive
Impact on staff	Neutral
Rationale	The framework will have a positive impact on pregnancy and maternity as the services provided will be required to be inclusive and accessible and therapists skilled and experienced in supporting vulnerable children and young people including young parents or young parents to be.
Mitigation	

Race

Impact on public	Positive
Impact on staff	Neutral

Rationale	The framework will have a positive impact on race as the services provided will be inclusive and open to all children and young people eligible under the DFE Adoption Support Fund.
Mitigation	

Religion or Belief

Impact on public	Neutral
Impact on staff	Neutral
Rationale	The impact on this protected characteristic will be neutral. The services will be inclusive to all eligible children and young people and their families regardless of religion or belief.
Mitigation	

Sex

Impact on public	Neutral
Impact on staff	Neutral
Rationale	The impact on this protected characteristic will be neutral. The services will be inclusive to all eligible children and young people and their families regardless of sex.
Mitigation	

Sexual Orientation

Impact on public	Positive
Impact on staff	Neutral
Rationale	The framework will have a positive impact on sexual orientation as the services provided will be inclusive and open to all children and young people eligible under the DFE Adoption Support Fund criteria.
Mitigation	

Marriage and Civil Partnership

Impact on public	Positive
Impact on staff	Neutral
Rationale	The framework will have a positive impact on marriage and civil partnership as the services provided will be inclusive and open to all children and young people and their families eligible under the DFE Adoption Support Fund criteria and can be a contributing factor in keeping families together.
Mitigation	

Poverty

Impact on public	Positive
Impact on staff	Neutral
Rationale	

	The framework will have a positive impact on poverty as the services provided will be inclusive and open to all children and young people eligible under the DFE Adoption Support Fund criteria and will be free to families at point of access. In some circumstances where therapy costs are over the ASF threshold, the RAA will subsidise the shortfall to ensure families are not disadvantaged.
Mitigation	

Rurality

Impact on public	Positive
Impact on staff	Neutral
Rationale	The framework will have a positive impact on rurality as the services provided will be required to be accessible to all children and young people eligible under the DFE Adoption Support Fund criteria including families living in rural areas. There will be a focus on local provision for families to facilitate access to support.
Mitigation	

Geographical Impact:All Hampshire

Equality Statement

Additional information:

This is a positive proposal that will bring together the current individual Adopt South's Adoption Support Fund arrangements into an overarching contract to better serve the needs of the children and families accessing the service by ensuring equity of provision, quality, and best value.

Overview Statement:

A summary assessment to show that due regard to the Public Sector Equality Duty has been paid, which is undertaken when a full EIA is not needed:

EIA reference number: 00516

Date of production of EIA for publication: 11/12/2023