



Equality Impact/Fairer Scotland Duty Assessment Form

Name of Proposal:

Review of allowances for Foster Carers, Kinship Carers, and Adopters, and Annual Fee Uplift for Foster Carers

Is this only a **screening** Equality Impact Assessment No

If you have answered No to the above, please indicate the following:

Is this a full Equality Impact Assessment Yes

Is this a Fairer Scotland Duty Assessment No

(i) Lead Directorate/Service:

Children, Families and Justice

(ii) Are there any relevant statutory requirements affecting this proposal? If so, please describe.

Looked After Children (Scotland) Regulations 2009

(iii) What is the aim of the proposal? Please give full details.

To update members and set out proposals for the allowances payable by Children, Families and Justice Services for 2023/24 to Foster and Kinship carers and Adoptive parents, following approval of the report (Item 5) presented to the Children and Learning Committee on 19 September 2023, outlining the details of the new Scottish Recommended Allowance.

Committee is also being asked to approve the uplift of fees for foster carers for 2024/25

(iv) Is it a new proposal? No

Is it a review of an existing budget saving, report, strategy, policy, service review, procedure, or function?
Yes

Please indicate all which apply:

Employees No

Job Applicants No

Service users Yes

Members of the public No

List the evidence/data/research that has been used in this assessment

Internal data

Published data on our current allowance rates and internal data on the exact nature of placements since 1 April 2023 to calculate the likely implementation costs.

Internal consultation

None

External data

Information made available through COSLA in relation to the work underpinning the national proposal for the SRA which is based on financial analysis conducted by Fraser of Allander Institute.

External consultation

Consultation was undertaken by COSLA we are acting on the SRA for kinship and foster carers, which was agreed by COSLA Leaders Group on 25 August 2023.

Evidence Gaps.

Are there any gaps in the equality information you currently hold? No

Are there potential differential impacts on protected characteristic groups?

Please state if there is a potentially positive, negative, neutral, or unknown impact for each group. Please state the reason(s) why.

Age

Impact – Positive

The proposed changes will have positive impact for looked after children in foster care and kinship care, across all age groups, providing additional resources to meet their needs and ensure they are not disadvantaged. Consideration is given to the different needs of children at different age and stages of their development. The proposal will see the allowances paid in relation to younger children increase to meet the SRA. Allowances for older children already meet that threshold.

Disability

Impact – Neutral

All children will be included, there will be no discrimination relating to disabilities.

Gender reassignment

Impact- Neutral

All children will be included with no discrimination relating to gender reassignment.

Marriage and Civil Partnership

Impact- Neutral

all children will be included with no discrimination relating to relationship status.

Pregnancy/Maternity

Impact- Neutral

all children will be included with no discrimination relating to pregnancy or parenthood.

Race - (includes Gypsy Travellers)

Impact- Neutral

All children will be included with no discrimination relating to race.

Religion or Belief

Impact- Neutral

All children will be included with no discrimination relating to religion or belief.

Sex

Impact- Neutral

All children will be included with no discrimination relating to their sex.

Sexual orientation

Impact- Neutral

All children will be included with no discrimination relating to their sexual orientation.

Consultation with any of the groups potentially affected

If you have consulted with any group potentially affected, please give details of how this was done and what the results were.

Not Applicable.

If you have not consulted with any group potentially affected, how have you ensured that you can make an informed decision about mitigating action of any negative impact

A significant programme of national consultation informed recommendations to COSLA Leaders which these proposed changes are based on

What mitigating steps will be taken to remove or reduce potentially negative impacts?

No mitigation is required, an increase in allowances will have a positive impact on the care of looked after children and young people.

If a potentially negative impact has been identified, please state below the justification.

Not applicable, no negative impacts have been identified.

In what way does this proposal contribute to any or all of the public sector equality duty to: eliminate unlawful discrimination; advance equality of opportunity; and foster good relations between people of different protected characteristics?

The proposal helps to eliminate disadvantage for a group of vulnerable children and young people for whom Angus Council have corporate parenting responsibilities. With increased fees for caring for children and young people the carers will be able to provide more opportunities for community engagement, building of social skills enhancing care experienced individuals life chances. This will support the levelling up of inclusion for our care experienced children and young people.

Is there any action which could be taken to advance equalities in relation to this proposal?

Not Applicable.

What arrangements will be put in place to monitor and review the Equality Impact/Fairer Scotland Duty Assessment?

The carer support service will continue to monitor impact, which may change over time, and ensure that any amendments and recommendations identified as a result of undertaking the equality impact assessment process, are achieved.

Where will this Equality Impact/Fairer Scotland Duty Assessment be published?

The Equality Impact Assessment will be made accessible to the public via Angus Council Website.

Sign off and Authorisation.

Prepared by: Lindsey Laing, Acting Manager, Children Families and Justice

Reviewed by: Karen Ross, Senior Practitioner, Children, Families and Justice

Approved by: Kirsty Lee, Interim Director, Children, Families and Justice