

<b>Initial equality impact assessment screening form</b>			
This form records an equality screening process to determine the relevance of equality to a proposal, and a decision whether or not a full EIA would be appropriate or proportionate.			
<b>Directorate</b>	CYPS		
<b>Service area</b>	Placements and Fostering		
<b>Proposal being screened</b>	Proposed uplift in fees and allowances paid to foster carers		
<b>Officer(s) carrying out screening</b>	Portia Staveley		
<b>What are you proposing to do?</b>	Apply an annual uplift to the fees and allowances which are paid to Foster Carers who have Looked after Children placed with them and to increase the day care rate paid to Foster Carers who provide support to other carers.		
<b>Why are you proposing this? What are the desired outcomes?</b>	The allowances paid to carers need to be maintained at a level which covers the costs of caring for a child placed in their care, the allowances need to match or exceed the minimum rates as advised by the Department of Education. Applying an increase to the level of allowances paid to foster carers supports the retention of foster carers.		
<b>Does the proposal involve a significant commitment or removal of resources?</b> Please give details.	The uplift applies to the next financial year as it is reviewed annually. It will require an ongoing financial commitment for this period.		
<b>Impact on people with any of the following protected characteristics as defined by the Equality Act 2010, or NYCC's additional agreed characteristics</b> As part of this assessment, please consider the following questions: <ul style="list-style-type: none"> <li>To what extent is this service used by particular groups of people with protected characteristics?</li> <li>Does the proposal relate to functions that previous consultation has identified as important?</li> <li>Do different groups have different needs or experiences in the area the proposal relates to?</li> </ul> <p>If for any characteristic it is considered that there is likely to be an adverse impact or you have ticked 'Don't know/no info available', then a full EIA should be carried out where this is proportionate. You are advised to speak to your <a href="#">Equality rep</a> for advice if you are in any doubt.</p>			
Protected characteristic	Potential for adverse impact		Don't know/No info available
	Yes	No	
Age		X	
Disability		X	
Sex		X	
Race		X	
Sexual orientation		X	
Gender reassignment		X	
Religion or belief		X	
Pregnancy or maternity		X	
Marriage or civil partnership		X	
People in rural areas		X	
People on a low income		X	
Carer (unpaid family or friend)		X	
<b>Does the proposal relate to an area where there are known inequalities/probable impacts</b> (e.g. disabled people's access to public transport)? Please give details.	None identified		

<p><b>Will the proposal have a significant effect on how other organisations operate? (e.g. partners, funding criteria, etc.). Do any of these organisations support people with protected characteristics? Please explain why you have reached this conclusion.</b></p>	<p>No, this is an internal payment to a defined cohort and there is no impact on other organisations.</p>			
<p><b>Decision (Please tick one option)</b></p>	<p>EIA not relevant or proportionate:</p>	<p>✓</p>	<p>Continue to full EIA:</p>	<p>x</p>
<p><b>Reason for decision</b></p>				
<p><b>Signed (Assistant Director or equivalent)</b></p>				
<p><b>Date</b></p>				