

People Impact Assessment (PIA)

Policy/activity or service area to be assessed:	Fostering Policy Job No: 625	Person completing assessment:	
Reason for this assessment: <i>(new policy / review etc)</i>	Review of Fostering Policy	Date of assessment:	2 nd February 2023

A PIA involves analysing the effect, or potential effect, of the way we do our business upon groups that share protected characteristics as defined in the Equality Act 2010. This requires us to look at the equality data which we capture or have access to and to consider the outcome of our community engagement. We need to assess whether our policies and practices show ‘due regard’ for the three aims (see below) of the Public Sector Equality Duty (PSED). The analysis should highlight effects that *increase* equality, *decrease* equality or have *no impact* upon equality across the protected characteristics. Its purpose is not just to paint a picture, but to *identify practical steps* to improve our performance by:

- (a) Eliminating any unlawful discrimination,**
- (b) Advancing equality of opportunity and**
- (c) Fostering good relations between different groups.**

1. Briefly describe the purpose, aims and objectives of the policy/activity: ¹	To provide a framework for the operation of HR policies which reflect the Service’s commitment to supporting employees who currently foster children or would like to explore fostering in the future.
2. Who is the policy/activity aimed at: (communities, staff, partners etc)	All staff of SFRS who currently or intend to foster children.
3. Who is responsible for the policy/activity: (Directorate/Department/individual)	Human Resources / Line management

1. For ‘policy’: any new and existing policy, strategy, services, functions, work programme, project, practice and activity. This includes decisions about budgets, procurement, commissioning or de-commissioning services, service design and implementation.
2. Socio economic is not a Protected Characteristic under the Equality Act 2010. We will however demonstrate due regard to it because as a risk factor poverty has a significant contributor to inequality indicators. Also when present alongside a PCs or multiple PCs the risk increases exponentially

Equality Statement

Clearly explain and provide supporting evidence to show how the policy/activity satisfies the three aims of the Public Sector Equality Duty (PSED) and **DOES NOT** cause or have the potential to cause a **NEGATIVE** (detrimental) effect:

Eliminating any unlawful discrimination

People that choose to foster can and do experience a different parenting/caring role. This role often has additional challenging circumstances from the perspective of the child and carer. Our policy seeks to enhance the flexibility of this role and the short notice requirements for this critical family dynamic to go as smoothly as possible and being considerate of these differences. Equally, this demonstrative of same sex couples caring roles from this perspective.

Advancing equality of opportunity

The review of the Fostering Policy enables employees of SFRS paid time off to explore Fostering. This is making the option of fostering more accessible to those employees who chose this family structure type. Prior to the review, employees were required to take annual leave of flexi time to attend meetings and appointments as part of the initial assessment proceedings or as part of their on-going fostering journey.

This enhancement has contributed to the Service being an accredited “Fostering Friendly” organisation by the Fostering Network. The overall aim will result in more children being placed in their local area rather than being placed in neighbouring cities due to the lack of foster carers in Staffordshire.

Fostering good relations between different groups.

All families are different, whether that be a same sex couple, single parents, dual heritage, extended family, different ranges of caring and responsibilities. The policy is recognising the commonality of family and the different types of family structures to foster good relationships between all different family types.

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Where the policy/activity **DOES** or has the **POTENTIAL TO** have a **NEGATIVE** (detrimental) effect indicate which of the Protected Characteristics **MUST** be considered:

Describe the NEGATIVE (detrimental) effect and provide supporting evidence for your rationale *	
Age	
Disability	
Gender reassignment	
Marriage or civil partnership	
Pregnancy or maternity	
Religion or belief	
Race	
Sex	
Sexual orientation	
Socio-economic disadvantage 2	

* **NOTE:** Where any **NEGATIVE** (detrimental) effects are likely to occur:

- (a) For the policy/activity to continue corrective actions/amendments **MUST** be taken to prevent/minimise unlawful discrimination
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(b) An action plan **MUST** be completed (next section)

(c) Where a negative (detrimental) effect cannot be avoided, continuation of the policy/activity (with or without amendment) **MUST** be justified

Action plan

This action plan **MUST** accompany the policy/activity and be used continually to assess any negative (detrimental) effects resulting from the delivery of or amendments to the policy/activity based on customer feedback and evaluation.

Negative/detrimental effect	Action needed to prevent/minimise it	By who	By when	Complete (tick)

All Completed PIA's should be submitted to E&D team for approval.

Signed:  _____ (E&D)

Name: _____

Date: 02.02.2023

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