

# Diversity impact assessment

## Appendix 3

<b>TITLE</b> Name / description of the issue being assessed	Review and revision of the Adoption Policy
<b>DATE</b> Date the DIA is completed	04.04.2022
<b>LEAD OFFICER</b> Name, title and dept of person responsible for carrying out the DIA.	Nick Morgan, HR Policy Manager, Human Resources
<b>1 Summary description of the proposed change</b> <ul style="list-style-type: none"> <li>• What is the change to policy / service / new project that is being proposed?</li> <li>• How does it compare with the current situation?</li> </ul>	
<ul style="list-style-type: none"> <li>• The current Adoption Policy has recently been reviewed and updated in accordance with relevant legislation and government guidance to extend pay elements of the adoption policy to those who become parents through surrogacy arrangements.</li> <li>• Proposals include not only statutory element of pay but also occupational element.</li> <li>• Currently the policy excludes those who have a child through a surrogacy arrangement from the statutory element of pay which is in contravention of their legal entitlement.</li> </ul>	
<b>2 Summary of evidence used to support this assessment</b> <ul style="list-style-type: none"> <li>• Eg: Feedback from consultation, performance information, service user records etc.</li> <li>• Eg: Comparison of service user profile with Medway Community Profile</li> </ul>	
<ul style="list-style-type: none"> <li>• Reviewed current entitlement on GOV.UK</li> <li>• Reviewed relevant legislation</li> <li>• No data is collected but anecdotal evidence requested to predict financial impact</li> <li>• Feedback from staff forums</li> <li>• Trade Unions and employee groups were consulted on the proposed reviewed policy with a deadline of 04.04.2022</li> <li>• The revised policy has been shared with Legal and Finance for comment.</li> <li>• Aligns with Councils strategy to enhance equality.</li> </ul>	

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### 3 What is the likely impact of the proposed change?

Is it likely to :

- Adversely impact on one or more of the protected characteristic groups?
- Advance equality of opportunity for one or more of the protected characteristic groups?
- Foster good relations between people who share a protected characteristic and those who don't?

(insert ✓ in one or more boxes)

Protected characteristic groups (Equality Act 2010)	Adverse impact	Advance equality	Foster good relations
Age			✓
Disability			✓
Gender reassignment			✓
Marriage/civil partnership			✓
Pregnancy/maternity		✓	✓
Race			✓
Religion/belief			✓
Sex		✓	✓
Sexual orientation		✓	✓
Other (eg low income groups)		✓	✓

### 4 Summary of the likely impacts

- Who will be affected?
- How will they be affected?

- Advance equality for those who become parents through surrogacy arrangements as they will be able to access the same financial support through the adoption policy as those who would through the maternity policy.

### 5 What actions can be taken to mitigate likely adverse impacts, improve equality of opportunity or foster good relations?

- What alternative ways can the Council provide the service?
- Are there alternative providers?
- Can demand for services be managed differently?

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- Not applicable.

## 6 Action plan

- Actions to mitigate adverse impact, improve equality of opportunity or foster good relations and/or obtain new evidence

Action	Lead	Deadline or review date
Not applicable		

## 7 Recommendation

The recommendation by the lead officer should be stated below. This may be:

- to proceed with the change, implementing the Action Plan if appropriate
- consider alternatives
- gather further evidence

If the recommendation is to proceed with the change and there are no actions that can be taken to mitigate likely adverse impact, it is important to state why.

- Proceed with the change to statutory element and approve proposals to align the occupational element as there is no evidence to suggest that this will have an adverse impact.

## 8 Authorisation

The authorising officer is consenting that:

- the recommendation can be implemented
- sufficient evidence has been obtained and appropriate mitigation is planned
- the Action Plan will be incorporated into the relevant Service Plan and monitored

**Assistant Director**

**Date**