



INITIAL SCREENING – STAGE 1 (See Guidance information page 4)

As a public authority we need to ensure that our st

There are currently 9 posts at senior practitioner level and the preferred option will reduce these by 4 to 5. Of the 9 posts, 1 is vacant and another filled by an agency worker. The 7 workers in this group of permanent staff are 5 white workers, 1 Asian and 1 Black. Given the characteristics of the staff group at this level any reductions in posts will not fall on any particular ethnic or age group but recruit the best person for the post following usual HR processes.

2. Explain how the main aims of the policy, strategy, function or service will support the Equality Duties?

- 1. Eliminate discrimination, harassment and victimisation? x
- 2. Advance equality of opportunity?
- 3. Foster good relations? x
- 4. Promote positive attitudes towards disabled people?
- 5. Encourage participation of disabled people?
- 6. Consider more favourable treatment of disabled people?

The Fostering Service recruits foster carers from t

Information on disability by gender or age is not applicable.

Religion or belief – no information is available.

Sexual orientation – no information is available.

There will also be 3.65 Grade 4 and 3.92 Grade 5 social worker/linkworker posts deleted in the service. Some of the deleted posts have been vacant for years due to the need to ensure budgets meet the previous requirement of turnover savings targets. There will continue to be sufficient posts for the number of linkworkers currently employed. The deletion of the few non-turnover vacancies will require a change to the way in which foster carers are supported. Providing an increased amount of support through effective duty systems will ensure that, although there will be

DECLARATION

A Full EINA/EQUALITY ANALYSIS is not required, the Initial Screening has demonstrated that the Policy, Strategy, Function or Service is robust; there is no potential for discrimination or adverse impact. All opportunities to promote equality have been taken.

Chairperson:

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EINA/EQUALITY ANALYSIS Task Group Members

<u>Name</u>	<u>Role on Task Group</u> (e.g. service user, manager or service specialist)	<u>Contact Number</u>
1.		
2. Chairperson		
Jacque C Smith	Head of Service, Fostering	0121 464 2309
3. Janet M Groves	Team Manager, North Support Team	0121 303 9523
4. Michelle Gardiner	Team Manager East Support Team	0121 303 9523
5. Anita Earl	Team Manager, Assessments Team	0121 303 9523
6. Barbara Gregg	Team Manager, South Support Team	0121 303 5313
7. Joyce M Carey	Team Manager, West/Central Support Team	0121 303 5313
8. Maria Pena-Diaz	Team Manager, Fostering Business Support	0121 303 1010
9.		
10.		