

Equality Impact Assessment (EqIA)

Deciding what needs to be assessed

In theory all policies, decisions, services, projects and programmes should be impact assessed. The most practical approach is to assess as the proposal is being developed or as processes, services and policies come up for review making the EQIA part of the development process. Don't be put off by the list below, it does not mean that long and detailed assessments are required every time you are engaged in one of the activities. However, it does mean that you should always consider the equalities implications of your proposals.

Policy	New policy development
	Substantial revision of an existing policy or process
	Any change which may have a disproportionate impact on a particular group
Decision	Key decision
	Decision for management board/cabinet
	Budget change decision
Service	New service
	Service review, including the decommissioning of services
	Any service change which may have a disproportionate impact on a particular group
Projects & Programmes	All, at planning stage

Further information: [Equality Impact Assessments - a users guide](#)

Section One

	Question	Response
1.1	Name of policy/decision/service/project/programme being assessed	Application for a grant from Department of Education via South West regional Fostering recruitment Hub-in line with Fostering Sufficiency Strategy 2023-2026
1.2	Summary of aims and objectives of the policy/decision/service/project/programme	To enhance the opportunities for recruitment and retention of Foster Carers for Children Who We care for which is a recognised protected characteristic at Swindon Borough Council
1.3	Who is affected by the policy/decision/service/project/programme? (e.g. employees/service users/supplier/contractor)	<ul style="list-style-type: none"> • Children who we care for • Children who are in need of short breaks • Fostering families
1.4	What involvement and consultation has been done in relation to this proposal? (e.g. with relevant groups and stakeholders)	The application for the grant has considered the stakeholders and how Children will benefit from recruitment of more foster carers in the Swindon Borough and 20 mile radius.
1.5	What are the arrangements for monitoring and reviewing the actual impact of the policy/funding activity/event?	There will be monthly monitoring of the spending of the £500 Grant with the South West Regional Fostering Hub in line with department of education requirements for monitoring of this spending.

Section Two - Protected Characteristics

Protected Characteristic Group	Is there a potential for positive or negative impact? Is the impact neutral?	Please explain and give examples of any evidence/data used	Action to address negative impact (e.g. adjustment to the proposal)
Disability	Positive	We recognise that we have a diverse community of foster carers, many of whom may have a disability and we welcome applications from all individuals. We have to ensure that foster carers can meet needs of children, but we make reasonable adjustments and consider any medical disabilities and support arising through assessment of fostering households, children who are cared for and children in the household.	
Gender Reassignment	Positive	We are members of New Family Social and promote individuals who are LGBTQ+ through access to Gold membership for additional support if they are seeking to apply to become foster carers.	
Marriage or Civil Partnership	Neutral	We accept applications from individuals or those who are married or in civil partnerships. As stated above, we subscribe to New Family Social and	

		therefore provide Gold membership to those who identify as LGBTQI+ and orange membership to all fostering families.	
Pregnancy and Maternity	Neutral	We note that pregnancy and maternity may be a part of fostering families experiences and we support in line with their needs. We would carefully consider someone's ability to start fostering during pregnancy or maternity so we would ensure the timing was correct for them on their expected child and that their lifestyle would support fostering. We also provide parent and child foster families, where those in pregnancy or early maternity are supported to meet the needs of their children.	
Race	Positive	We reach out to promote fostering to all individuals irrespective of their race. We aim to use diverse recruitment to ensure that we reach out to individuals from all race, including our global majority citizens who wish to become foster carers. We also seek to promote the needs of children who are placed in foster homes	

		<p>where they may be living with individuals who are from a different race to their own. We aim to meet everyone's needs wherever possible through our support to foster carers and children.</p>	
Religion or Belief	Positive	<p>We proactively seek to recruit foster carers of all faiths and none. We work with interfaith groups and community leaders to promote the message of the need for more fostering families.</p> <p>Children's religion or belief needs are met by their individual foster carers, who will promote the children's faith and belief in line with their needs.</p>	
Sexual Orientation	Positive	<p>We accept applications from anyone with any sexual orientation. We work with New family social to promote our fostering campaign and activities and we offer Gold memberships to those who identify as LGBTQI+ or who are supporting a child or young person with promoting their sexual orientation in line with their age and presenting needs.</p>	
Sex (gender)	Positive	<p>We welcome expressions of interest to foster from any gender and work closely with New</p>	

		Family Social to proactively reach out to those who identify their gender differently than their biological sex. We offer bespoke support on their foster journey through our New Family Social membership Gold membership and also promote the needs of children who have changing gender identity.	
Age	Positive	We accept fostering application from those who are 21 or above (younger if kinship carers) and there is no upper age limit, we would consider health, wellbeing and potential to meet the needs of children. We have a diverse range of ages of fostering families.	
Children in Care and Care Leavers	Positive	We support Children who we care for every day and seek for their voice to be at the heart of our work, and we co-collaborate wherever possible to improve services for them. This is in recruitment of fostering families and we have a young persons fostering panel launched in 2025 where young people have a real say on future non-related fostering families.	

Section Three- Evaluation

3.1	Is it possible the proposed policy or activity or change in policy or activity could discriminate or unfairly disadvantage people?	Explanation/Justification No change in policy-we are operating under the Sufficiency Strategy of 2023-2026
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Final Decision:	Tick the relevant box	Include any explanation / justification required
1. No barriers identified, therefore activity will proceed.	<input checked="" type="checkbox"/>	
2. Stop at some point because the data shows bias towards one or more groups	<input checked="" type="checkbox"/>	We would review this if this was the case at our Recruitment and retention board which monitors ongoing use of the funds for this project
3. Adapt or change the event in a way which you think will eliminate the bias	<input checked="" type="checkbox"/>	We already do this proactively and would seek to eliminate bias at all stages
4. Barriers and impact have been identified, however having considered all available options carefully, there appear to be no other proportionate ways to achieve the aim of the policy or practice (e.g. in extreme cases or where positive action is taken).		

Therefore proceed with caution with this knowing that it may favour some people less than others, providing justification for this decision.		
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Section Four – Record Keeping

Will this EqIA be published* (*EqIA’s should be published alongside relevant event paperwork including cabinet papers:	Yes/Not required
Date Completed	29.12.2025
Review date (if applicable)	29.12.2026

Change Log

Name	Date	Version	Change Made
Laurie Gullachsen	29.12.2025	1	

Responsibilities			
Name of person leading this EqIA	Laurie Gullachsen	Date Completed	29/12/2025
Names and roles of people involved in the consideration of impact	Foster carers, those interested in fostering, Children who we care for, Children we have cared for previously, those interested in fostering overall		
Name of Director signing EqIA		Date Signed	29/12/2025

