

## **Adopt London East**

### **Equality and Health Impact Assessment**

A detailed Equality and Health impact assessment (EqHIA) has been completed in respect of the potential impact on adoptive families

This assessment considers in detail all equality parameters as well as potential impacts on the adopters health and wellbeing

A detailed EqHIA in the same format will be completed in respect of all staff as soon as all information is available to support this assessment.

### **Progress to date**

All Human Resource leads have been involved in development of the processes by which staff will be transferred and all processes comply with relevant legislation.

Staff have been engaged in processes through a Staff Engagement event and a number of workshops designed to co-produce the service delivery model. A regular newsletter updates staff about developments and an enquiry in-box has been established to ensure all staff have an opportunity to raise any concerns they may have.

Adopt London East is committed to supporting our adoption staff to transition as smoothly as possible and where appropriate all reasonable steps will be taken to reduce any potential negative impact and support staff who have identified additional needs

Sue May

Practice Lead

15/11/2018