

# Public Sector Equality Duty

## Case Study

### Fostering and adoption

It is important to ensure we have a diverse group of carers including prospective foster and adoptive carers, to meet the needs of children in Hillingdon who can no longer live with their birth families.

Our children are from a range of diverse backgrounds, and as a corporate parent we must ensure that their cultural and other identity needs are met to fulfil our statutory and ethical duties to them.

There is a sector wide issue in ensuring that we have a range of carers to consider the best match for looked after children, and children services departments are not often able to have a range of carers to choose from when placing children.

Our partner 'Coram Ambitious for Adoption' (Coram) have been working alongside the wider adoption sector to understand the barriers to the recruitment of Black and Minority Ethnic (BAME) families and recently benefitted from the national recruitment campaign #YouCanAdopt, which included a specific focus on the recruitment of Black families in London.

Coram are seeing a steady flow of enquires about adoption including some prospective adopters from a BAME background and they are planning more engagement work with BAME adopters during 2021/2022 to ensure the right support and encouragement is in place for those starting out on their adoption journey.

There has been some recent success in placing a Sri Lankan child with Early Permanence carers (dually approved to be both foster carers and adopters) who were a cultural match.