<table>
<thead>
<tr>
<th><strong>EIA Reference Number</strong></th>
<th>83</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Service, policy, or strategy</strong></td>
<td>Adoption Leave Policy</td>
</tr>
<tr>
<td><strong>Element(s) assessed</strong></td>
<td></td>
</tr>
<tr>
<td><strong>Names of Assessors</strong></td>
<td>HR Manager, Local Tax Court Officer, Customer Access Manager</td>
</tr>
</tbody>
</table>

**Consider:**
- Was discrimination or disadvantage identified? **No**
- Was the service promoting equality? **Yes**
- Could the service be improved in promoting equality? **Yes**
- Are the customers’ needs understood and met? **Yes**
- Is there good evidence and/or reasoning to support the decisions on whether groups are/aren’t affected? **Yes**
- Does the summary report properly reflect the key findings of the assessment? **Yes**
- Is the summary report clear and easy to understand? **Yes**

If improvements have been identified, do they reflect and deal with the key findings? **Yes**

**The decision is to:** Validate **Yes** Not validate **No**

The reason/s for the decision are: *please give details below*

- Validation given – information correct
- Not validated – decision not to proceed as EIA incorrect
- Not validated - screening error
- Not validated – research/consultation error
- Not validated – improvement error

**Signed**

**Designation**

Karen Brimacombe

**Date**

26 May 2011
Stage 1

<table>
<thead>
<tr>
<th>STAGE 1 - Briefing Note</th>
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<tbody>
<tr>
<td><strong>EIA ID (Sinbad reference number)</strong></td>
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<tr>
<td><strong>Date of meeting</strong></td>
</tr>
<tr>
<td><strong>Job Titles of assessors</strong></td>
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</table>

The Assessment
Legislation changes in relation to the Adoption Leave Policy.

Assessment Findings
This is a positive change as it allows both parents to share the challenges in the first year of childcare.

Justification
Scoping/Screening to be carried out as this is an HR Policy.
Stage 6

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<thead>
<tr>
<th>EIA ID (Sinbad reference number)</th>
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<tbody>
<tr>
<td>Date of assessment</td>
<td>9 May 2011</td>
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<tr>
<td>Name of assessors</td>
<td>HR Manager, Local Tax Court Officer, Customer Access Manager</td>
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</table>

The Assessment

The changes to the Adoption Leave Policy were assessed by the officers detailed above.

The Customer/Customer Group

N/A

Consultation and Research

N/A

Key Individuals and Organisations

N/A

Assessment Findings

The assessment found the changes to be positive to new adoptive parents.

Actions Arising

None