Integrated Impact Assessment Screening Form

Please ensure that you refer to the Screening Form Guidance while completing this form.

Which service area and directorate are you from?

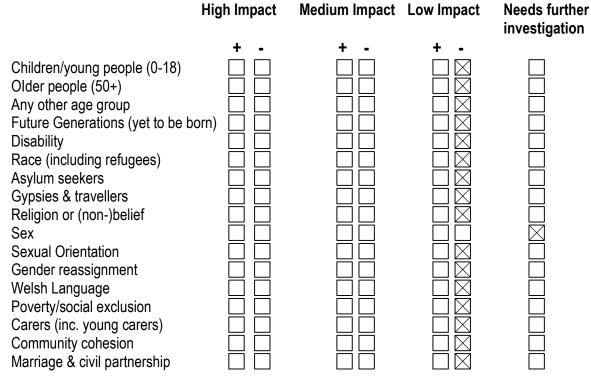
Service Area: Chief Executive Directorate: CMT

Q1 (a)	What are you screening for relevance?
	New and revised policies, practices or procedures
	Service review, re-organisation or service changes/reductions, which affect the wider community, service users and/or staff
	Efficiency or saving proposals
	Setting budget allocations for new financial year and strategic financial planning
	New project proposals affecting staff, communities or accessibility to the built environment, e.g., new construction work or adaptations to existing buildings, moving to on-line services, changing location
	Large Scale Public Events
	Local implementation of National Strategy/Plans/Legislation
	Strategic directive and intent, including those developed at Regional Partnership Boards and Public Services Board, which impact on a public bodies functions
	Medium to long term plans (for example, corporate plans, development plans, service delivery and improvement plans)
\square	Setting objectives (for example, well-being objectives, equality objectives, Welsh language strategy)
	Major procurement and commissioning decisions
	Decisions that affect the ability (including external partners) to offer Welsh language opportunities and services

(b) Please name and fully <u>describe</u> initiative here:

The formalisation and external recruitment of the Head of service for HR and Service Centre through merger of the two service areas. This will have no immediate impact on the current structure with principal officers in HR and service centre continuing in post. However the postholders may apply for the post and if one is appointed then the structure may be subject to further change below.

Q2 What is the potential impact on the following: the impacts below could be positive (+) or negative (-) None



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Q3 What involvement has taken place/will you undertake e.g. engagement/consultation/co-productive approaches? Please provide details below - either of your activities or your reasons for not undertaking involvement

Informal consultation with persons impacted. Full consultation to take place post approval of recommendation at Council

- Q4 Have you considered the Well-being of Future Generations Act (Wales) 2015 in the development of this initiative:
 - a) Overall does the initiative support our Corporate Plan's Well-being Objectives when considered together? Yes

No	

- b) Does the initiative consider maximising contribution to each of the seven national well-being goals? Yes 🖂 No 🗌
- c) Does the initiative apply each of the five ways of working? Yes 🖂 No 🗌
- d) Does the initiative meet the needs of the present without compromising the ability of future generations to meet their own needs? No 🗌

Yes 🖂

Q5 What is the potential risk of the initiative? (Consider the following impacts - equality, socio-economic, environmental, cultural, legal, financial, political, media, public perception etc...)

High risk	Medium risk	Low risk
		x

Q6 Will this initiative have an impact (however minor) on any other Council service?

Yes | No If yes, please provide details below

There will be changes to reporting lines for a number of staff members

Q7 What is the cumulative impact of this proposal on people and/or communities when considering all the impacts identified within the screening and any other key decisions affecting similar groups/ service users made by the organisation?

(You may need to discuss this with your Service Head or Cabinet Member to consider more widely if this proposal will affect certain groups/ communities more adversely because of other decisions the organisation is making. For example, financial impact/poverty, withdrawal of multiple services and whether this is disadvantaging the same groups, e.g., disabled people, older people, single parents (who are mainly women), etc.)

There will be a competitive interview process and the outcome may or may not impact on the gender balance for senior management. The overall impact will be an enhanced HR function,

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the unification of HR with the service centre and improved accountability, clearer reporting structure, a more defined role? More accountability

Outcome of Screening

Q8 Please describe the outcome of your screening below:

- Summary of impacts identified and mitigation needed (Q2)
- Summary of involvement (Q3)
- WFG considerations (Q4)
- Any risks identified (Q5)
- Cumulative impact (Q7)

This proposal will have different impacts dependant on the outcome of the recruitment process. The current post holders will be eligible to apply for these positions and retain their substantive posts if unsuccessful.. Risks will be managed through strict observance of the Council's recruitment and equality policies.

(NB: This summary paragraph should be used in the relevant section of corporate report)

Full IIA to be completed

x Do not complete IIA – please ensure you have provided the relevant information above to support this outcome

NB: Please email this completed form to the Access to Services Team for agreement before obtaining approval from your Head of Service. Head of Service approval is only required via email.

Screening completed by:		
Name: Phil Roberts		
Job title: Chief Executive		
Date: 4/10/21		
Approval by Head of Service:		
Name:		
Position:		
Date:		

Please return the completed form to accesstoservices@swansea.gov.uk