



**Dinas a Sir Abertawe**

**Hysbysiad o Gyfarfod**

Fe'ch gwahoddir i gyfarfod

## **Pwyllgor Trawsnewid Gwasanaethau Gofal Cymdeithasol a Threchu Tlodi**

**Lleoliad:** Cyfarfod Aml-Leoliad - Ystafell Gloucester, Neuadd y Ddinas / MS Teams

**Dyddiad:** Dydd Llun, 4 Rhagfyr 2023

**Amser:** 4.00 pm

**Cadeirydd:** Y Cynghorydd Ceri Evans

**Aelodaeth:**

Cynghorwyr: M Baker, Y V Jardine, A J Jeffery, H Lawson, A J O'Connor, J E Pritchard a/ac L V Walton

**Gwyllo ar-lein:** <https://rb.gy/9zz786>

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### **Agenda**

**Rhif y Dudalen.**

- |          |   |                |
|----------|---|----------------|
| <b>1</b> | <b>Ymddiheuriadau am absenoldeb.</b>  |                |
| <b>2</b> | <b>Derbyn datgeliadau o fuddiannau personol a rhagfarnol.</b><br><a href="http://www.abertawe.gov.uk/DatgeluCysylltiadau">www.abertawe.gov.uk/DatgeluCysylltiadau</a> |                |
| <b>3</b> | <b>Cofnodion:</b><br>To Cymeradwyo a llofnodi, fel cofnod cywir, gofnodion y cyfarfod blaenorol.  | <b>1 - 3</b>   |
| <b>4</b> | <b>Pan fyddaf yn barod.</b>   | <b>4 - 18</b>  |
| <b>5</b> | <b>Gorchmynion Gwarcheidiaeth Arbennig. (Er gwybodaeth)</b>   | <b>19 - 47</b> |
| <b>6</b> | <b>Cynllun Gwaith 2023-2024.</b>  | <b>48</b>      |

**Cyfarfod nesaf:** Dydd Llun, 15 Ionawr 2024 am 4.00 pm

**Huw Evans**  
**Pennaeth y Gwasanaethau Democraidaidd**  
**Dydd Mawrth, 28 Tachwedd 2023**

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**Cyswllt: Gwasanaethau Democraidaidd - (01792) 636923**

# Agenda Item 3



City and County of Swansea

## Minutes of the **Social Care & Tackling Poverty Service Transformation Committee**

**Multi-Location Meeting - Gloucester Room, Guildhall / MS**

**Teams**

**Monday, 23 October 2023 at 4.00 pm**

**Present:** Councillor C R Evans (Chair) Presided

**Councillor(s)**

M Baker  
H Lawson

**Councillor(s)**

Y V Jardine  
A J O'Connor

**Councillor(s)**

A J Jeffery  
L V Walton

**Officer(s)**

Mark Gosney  
Amy Hawkins  
Simon Jones

Commissioning Team Leader  
Head of Adult Services & Tackling Poverty  
Social Services Strategy and Performance Improvement  
Officer

Allison Lowe  
Cathy Murray  
Anthony Richards

Democratic Services Officer  
Service Provision Principal Officer  
Poverty and Prevention Strategy and Development  
Manager

Lisa Thomas

Senior Lawyer

**Also present**

A Anthony  
L Gibbard  
H Gwilliam

Cabinet Member for Well-being  
Cabinet Member for Care Services  
Cabinet Member for Community (Support)

**Apologies for Absence**

Councillor(s): J E Pritchard

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**19 Disclosures of Personal & Prejudicial Interests.**

In accordance with the Code of Conduct adopted by the City & County of Swansea, no interests were declared.

**20 Minutes:**

**Resolved** that the Minutes of the Safeguarding People & Tackling Poverty Corporate Delivery Committee held on 11 September 2023 be approved and signed as a correct record.

## 21 Internal Residential Care Provision Model of Delivery.

Councillor Louise Gibbard, Cabinet Member for Care Services introduced the item and outlined the current situation in terms of the internal residential care provision, in particular around complex care, reablement and providing respite.

Amy Hawkins, Head of Adult Services & Tackling Poverty, supported by Cathy Murray, Service Provision Principal Officer outlined the implementation of the recommendations from the Older People's Residential Care Homes Review 2018. The Covid impact, response and recovery, current position, developments and future plans and priorities for Council run older people's Residential Care Provision.

Comments focussed on:

- The comments made by service users in Appendix C and the case study information contained in Appendix D was reassuring considering all the difficulties encountered over the last three years;
- It was queried whether we were able to recruit the right care staff that were required. It was confirmed that the Authority was doing everything it could to maintain and improve and increase the social care workforce, but confirmed it was challenging and there were a significant amount of vacancies, not just in Swansea but across Wales;
- It was confirmed that the Authority provided complex long term residential care as opposed to nursing placements, under the understanding that if people's needs deteriorated or if their needs became more complex and they required nursing care, then it would support them to find an appropriate nursing placement as well.
- Short term reablement and assessment placements were supported up to 42 days.

The Head of Adult Services & Tackling Poverty confirmed that the data was in the process of being analysed in conjunction with the performance team to learn from the experience and information obtained.

**Resolved** that the views of the Social Care & Tackling Poverty Service Transformation Committee on the Internal Older People's Residential Care model of delivery be noted.

## 22 Enabling Communities Grant. (For Information)

Mark Gosney and Anthony Richards provided a "For Information" report to update the Committee on the recent workshop regarding the development of a new grant process.

The proposal was aimed at combining and launching one grant under an "enabling communities" banner that would allow organisations to apply for grants via one scheme, but would allow them to identify which elements of the scheme they wanted to apply for. The three schemes were: Swansea Spaces, COAST and Holiday Food.

The officers confirmed that since the workshop, the funding had been approved and they were in the process of planning a launch of the grant, with publication on 1<sup>st</sup> November 2023.

The officers thanked the Committee for their contribution in the process during previous reports and the workshop.

**23 Work Plan 2023-2024.**

The Chair presented the Work Plan 2023-2024.

**Resolved** that the Work Plan for 2023-2024 be approved.

The meeting ended at 4.32 pm

**Chair**

# Agenda Item 4



## Report of the Head of Child and Family Services

### Social Care and Tackling Poverty Service Transformation Committee – 4 December 2023

## When I'm Ready

<b>Purpose:</b>	This report presents the development of our services in relation to young people living in When I'm Ready arrangements.
<b>Policy Framework:</b>	Social Services and Wellbeing (Wales) Act
<b>Consultation:</b>	Legal, Finance and Access to Service
<b>Recommendation(s):</b>	It is recommended that:  1) The Social Care and Tackling Poverty Services Transformation is invited to consider the report and give their views on the updated When I'm Ready policy.
<b>Report Author:</b>	Helen Williams
<b>Finance Officer:</b>	Chris Davies
<b>Legal Officer:</b>	Lucy Moore
<b>Access to Services Officer:</b>	Rhian Millar

### 1. Introduction

- 1.1 This report outlines the commitment, vision, and ambitions we have for our support services for children, young people, and families in When I'm Ready arrangements. It also outlines how we intend to ensure that the needs of our service users inform our practice, and how we will develop and adapt our service if or when these needs change.
- 1.2 When I'm Ready is a scheme developed by the Welsh government in partnership with local government and key third-party sector partners to enable care leavers to continue to live with their former foster carers after the age of eighteen. A When I'm Ready (often referred to as 'WHEN I'M READY') arrangement can continue until the young person reaches their

twenty-first birthday, or completes their agreed programme of education or training after their twenty-first birthday, if they have been continuously living in the arrangement since their eighteenth birthday.

## **2. Background**

2.1 Section 108(3) of the Social Services and Well-being (Wales) Act places a duty on Local Authorities to provide support for young people and foster carers who wish to remain in 'post-eighteen living arrangements'. As an adult, a young person in a When I'm Ready arrangement is no longer legally 'in care' or 'looked after' and the arrangement therefore differs from a foster placement. More information about the legislative background of When I'm Ready along with guidance for practitioners working in the area, please see the When I'm Ready: Good Practice Guide, which was produced by Welsh government: [When I'm Ready Good Practice Guide](#).

2.2 The main aim of When I'm Ready is to improve the outcomes for looked after children by helping them to develop independent living skills, provide them with stability and continuity, and giving them increased opportunities to exercise voice and control over their lives, i.e., a greater sense of autonomy when it comes to making decisions about their futures.

2.3 When I'm Ready arrangements can bring a lot of potential benefits to the lives of young adults who are no longer in care. These benefits include:

- Development of independent living skills.
- Stability and continuity.
- Improved life chances.
- Increased opportunities to exercise voice and control over their lives.
- A good base from which young people can pursue training, education, or work opportunities.
- On-going support from the provider and their Young Person's Advisor.

2.4 When I'm Ready is aimed at care leavers who require an extended period with their former foster carers in order to prepare themselves for independent living and/or to complete their education or training. When I'm Ready is transitional, and the expectation is that the young person will move on to more independent living arrangements. The criteria for a When I'm Ready arrangement is:

- The young person was a 'looked after child' immediately prior to their eighteenth birthday and was living with a foster carer in a placement arranged by the local authority.
- The carers were acting as approved foster carers for the young person immediately prior to their eighteenth birthday.

- The young person is deemed under current legislation to be an eligible child within the meaning of the Children Act 1989 immediately before they reached eighteen (category 1 young people under the 'Social Services and Well-being Act (Wales) 2014).
  - The local authority is satisfied that such as an arrangement is not inconsistent with the young person's well-being.
  - A proportion of the allowance paid to the When I'm Ready carer will be paid for by the local authority.
- 2.5 As long as the young person fits the above criteria, a When I'm Ready arrangement can be made regardless of whether they are in full or part time education, or training, or employment, or none of these activities. However, there will be an expectation that any young person accessing When I'm Ready will commit to undertaking skills development for the future.

### **3. Our When I'm Ready ambition**

- 3.1 We believe that every young person has the right to a stable, loving family to care for them and to promote and support their physical, intellectual, and emotional development so that they can achieve their full potential. This ethos informs all our work within Child and Family Services. We are committed to providing high quality support for each child and their family, considering a wide range of options to reach positive outcomes for them. In our When I'm Ready work, this means that we provide as much support as we can to both the young person and their provider within a When I'm Ready arrangement, to ensure their needs are met, and to help to ensure that these arrangements are a success.

### **4. Developing our When I'm Ready practice**

- 4.1 We are committed to the ongoing service analysis and development of our When I'm Ready offer. We will continue to work with, listen and respond to the views and feedback of young people, families and When I'm Ready providers to ensure that we are meeting their needs. As part of this commitment, in order to set and manage the expectations of those entering, or thinking about entering, into When I'm Ready arrangements, we will aim provide total clarity in relation to what these arrangements involve. This would mean covering the following areas of When I'm Ready arrangements:
- What is expected of young people and their When I'm Ready providers as part of their When I'm Ready arrangements. We need to clearly outline the level of care that the provider is expected to provide to the young person, as well as the increased and continually increasing level of independence that is expected of the young person. By outlining the role of each party involved in the When I'm Ready arrangement, we will help each party to

understand what to expect from the arrangement, and this will in turn help them to understand how a When I'm Ready arrangement differs from a foster placement.

- The financial arrangements of When I'm Ready and how these are different to that of a foster placement. A robust financial policy is vital for achieving this, along with clear and consistent messaging being provided to prospective stakeholders prior to them using the service.
- The support that is available for young people with additional needs and/or looking to access transition services.
- The outlining of clear engagement pathways to ensure that young people are given a voice within When I'm Ready, and that all stakeholders will feel assured that their views and feedback will be appreciated and responded to in an understanding, empathetic manner.
- As well as addressing these points, we will also need to monitor and maintain a good method of data recording around When I'm Ready to ensure that we understand how well our current processes and measures are working, and where they can be improved, and to help us to establish new, better measures as we look to continually improve our service.

## **5. Integrated Assessment Implications**

5.1 The Council is subject to the Equality Act (Public Sector Equality Duty and the socio-economic duty), the Well-being of Future Generations (Wales) Act 2015 and the Welsh Language (Wales) Measure, and must in the exercise of their functions, have due regard to the need to:

- Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Acts.
- Advance equality of opportunity between people who share a protected characteristic and those who do not.
- Foster good relations between people who share a protected characteristic and those who do not.
- Deliver better outcomes for those people who experience socio-economic disadvantage.
- Consider opportunities for people to use the Welsh language.
- Treat the Welsh language no less favourably than English.
- Ensure that the needs of the present are met without compromising the ability of future generations to meet their own needs.

5.2 The Well-being of Future Generations (Wales) Act 2015 mandates that public bodies in Wales must carry out sustainable development. Sustainable development means the process of improving the economic, social, environmental and cultural well-being of Wales by taking action, in accordance with the sustainable development principle, aimed at achieving the 'well-being goals'.



5.3 Our Integrated Impact Assessment (IIA) process ensures we have paid due regard to the above. It also takes into account other key issues and priorities, such as poverty and social exclusion, community cohesion, carers, the United Nations Convention on the Rights of the Child (UNCRC) and Welsh language.

5.4 An IIA Screening Form has been completed with the agreed outcome that a full IIA report was not required. The IIA screening process outlined there is no reputational risk to the council or any negative impact on any protected characteristics. The impacts are positive. (Appendix B – Integrated Impact Assessment Screening).

## **6. Legal Implications**

6.1 There are no legal implications.

## **7. Financial Implications**

7.1 There are no financial implications.

**Background papers:** None.

### **Appendices:**

Appendix A – When I'm Ready Policy 2023 (draft)

Appendix B – IIA Screening Form.

# When I'm Ready (WIR) Policy

Swansea Council  
Child & Family Services  
November 2023



## 1. Introduction

This policy has been produced to support staff working in Child and Family Services with children, young people, families, and carers to make decisions around the 'When I'm Ready' (WIR) Scheme.

## 2. What does the law say?

The relevant legislation and practice guidance relating to When I'm Ready includes:

- [Social Services and Well-being \(Wales\) Act 2014](#)
- [Part 6 Code of Practice on Looked After and Accommodated Children 2015](#)
- [Children and Young Persons Act 2008](#)
- The Regulation and Inspection of Social Care (Wales) Act 2016 - [Statutory Guidance - Fostering Services](#)
- [The Care Leavers \(Wales\) Regulations 2015](#)

We have developed and deliver our WIR Scheme in line with the principles outlined in the When I'm Ready: Good Practice Guide, which was produced by Welsh government and can be found at [WIR Good Practice Guidance](#).

## 3. What is a When I Am Ready (WIR) Arrangement?

'When I'm Ready' is a scheme developed by the Welsh government in partnership with local government and key third-party sector partners to enable care leavers to continue to live with their former foster carers after turning eighteen. The WIR Scheme is part of a wider package of support which the local authority provides to young people leaving care, including a Pathway Plan, personal advisor and certain financial entitlements.

The WIR Scheme is aimed at care leavers who require an extended period with their former foster carers in order to prepare themselves for independent living and / or to complete their education or training. WIR arrangements are transitional, and the expectation is that the young person will eventually move on to a more independent living arrangement.

The WIR Scheme was developed to improve the outcomes for looked after children by helping them to develop independent living skills, provide them with stability and continuity, and giving them increased opportunities to exercise voice and control over their lives, i.e., a greater sense of autonomy when it comes to making decisions about their futures.

WIR arrangements can bring a lot of potential benefits to the lives of young people who are no longer in care. These benefits include:

- Development of Independent Living Skills – Young people leaving care receive on-going support from their WIR Providers to assist them in developing the necessary emotional and practical skills and confidence to prepare for their transition to independent living.

- Stability and continuity - Young people leaving care continue to have security, protection, practical and emotional support and can continue to live in a supportive family and household environment.
- Improve the life chances for looked after children - The opportunities for care leavers to access post-18 education, training and employment opportunities are maximised and the number of young people experiencing periods of homelessness or housing instability is reduced.
- Provide young people with increased opportunities to exercise voice and control over their lives. They can influence the timing of their transition from care, and are not obliged to leave their former foster family before they feel ready to move to greater independence.

Legally, a WIR arrangement is recognised as a 'post-eighteen living arrangement' between adults not a foster care placement and as such, the young person is no longer considered to be 'looked after' or 'accommodated'. The WIR arrangement can continue until the young person reaches their twenty-first birthday or completes their agreed programme of education or training after their twenty-first birthday, if they have been continuously living in the arrangement since their eighteenth birthday.

Foster carers, in taking on their new role as a 'WIR Provider' for the young person, will provide ongoing social and emotional support alongside specific support to assist the young person to develop the skills they need to successfully live independently.

#### **4. Who is eligible for When I'm Ready?**

A 'WIR' arrangement can usually be made for a young person if they are in a situation described below:

- The young person was a 'looked after child' immediately prior to their 18th birthday and was living with foster carers in a placement arranged by the Local Authority AND
- The carers were acting as approved foster carers for the young person immediately prior to their 18th birthday AND
- The young person is deemed, under current legislation, to be an eligible child within the meaning of the Children Act 1989 immediately before they reached 18 ('Category 1' young people under the 'Social Services and Wellbeing (Wales) Act 2014 AND
- The young person and the foster carers both wish to enter into a 'When I'm Ready' arrangement, and the arrangement has been set out in the young person's pathway plan AND
- The local authority is satisfied that such an arrangement is not inconsistent with the young person's well-being AND
- A proportion of the allowance paid to the 'When I'm Ready' carer will be paid for by the local authority.

As long as the young person is in a situation outlined above a WIR arrangement can usually be made regardless of whether they are in full or part time education, training or employment or none of these activities. However, there will be an expectation that

any young person accessing WIR will commit to undertaking skills development for the future.

Eligible young people will receive support from their Social Worker and Independent Reviewing Officers to support them to fully understand the scheme so that they are able to make an informed decision about whether a WIR arrangement is right for them.

## **5. Young People with Care and Support Needs**

The 'When I'm Ready' scheme is aimed at care leavers who require an extended period with their former foster carers in order to prepare themselves for independent living and/or to complete their education or training. 'When I'm Ready' arrangements are transitional, and the expectation is that the young person will move on to more independent living arrangements.

Young people with care and support needs can access 'When I'm Ready' in the same way as any other young person who was formerly in foster care, if this meets the well-being outcomes set out in their placement and care and support plans. However, there are young people whose care and support needs are complex and ongoing, and for whom moving on to independent living will not be an appropriate longer-term option. Children and adult social services will work together, as part of the pathway assessment and planning process, to find the most appropriate longer-term arrangement for these young people. For some this will be an Adult (Shared Lives) Placement. In some cases, the young person and their foster carers may wish to enter into a longer-term arrangement, and it may be more appropriate to convert the foster placement into an Adult Placement / Shared Lives arrangement when the young person turns 18.

It is further recognised that there will be situations where the long-term plan may be to move the young person into an adult placement ('Shared Lives') scheme, but the young person does not feel ready to move into this at 18 and wishes to stay with their former foster carer in a 'When I'm Ready' arrangement until they have developed further skills and confidence to make this transition as successful as possible.

However, Swansea will, wherever possible, avoid the use of 'When I'm Ready' as an interim arrangement pending a detailed transition assessment and planned move into another more suitable type of arrangement.

## **6. Supporting WIR Arrangements**

The BAYS+ Team have a specialist 'When I'm Ready Co-ordinator' who provides support to both young people and WIR Providers to ensure their needs are met in relation to the WIR arrangement to help promote stability and successful outcomes for the young person.

When establishing a WIR arrangement, the young person and WIR providers will agree how they will live together as adults. This plan, along with the young person's Pathway Plan, will outline the young person's specific independent living needs associated with them remaining in a WIR arrangement and the WIR Co-ordinator will

work alongside the young person and WIR Provider to monitor and review how the plan is working and whether any adaptations need to be made to the plan to respond to changing needs over the course of the arrangement. There will be clear expectations for both the young person and the WIR Provider to ensure that the young person is adequately prepared for their transition to independent living.

Once the WIR arrangement is underway, the WIR Co-ordinator is responsible for co-ordinating the provision of services and will work alongside the young person's social worker and personal advisor to keep in touch with the young person and monitor the progress of the arrangement. The young person can request advice at any time from their allocated social worker or personal advisor and will continue to have all entitlements consistent with their care leaver status.

Where other foster children remain in placement or the WIR Provider remains registered as a Foster Carer, the Supervising Social Worker from the Local Authority Fostering Service will continue to provide support to the carer in relation to the non-WIR children or young people living in the household only. The WIR Provider will receive support in relation to the young person living in the WIR arrangement from the WIR Co-ordinator. This will also be the case where the WIR Provider terminates their registration as a Foster Carer or in the case of WIR transition from Independent Foster Agency placements, the role of the Supervising Social Worker will end and the WIR Provider will receive support from the WIR Co-ordinator.

Despite the changes in legal status that come with a WIR arrangement, the over-riding principle is that the young person continues to be part of the home and that he or she remains a member of the family.

## **7. Ending a WIR Arrangement**

The 'WIR' arrangement extends until: -

- The young person leaves the 'WIR' arrangement, or;
- The young person reaches their 21<sup>st</sup> birthday if continuously living in the arrangement or;
- The young person completes their agreed programme of education or training after their 21<sup>st</sup> birthday, if continuously living in the arrangement since their 18<sup>th</sup> birthday.
- In cases of exceptional circumstances, it is deemed by the Local Authority that the placement is no longer consistent with the young person's wellbeing or where an arrangement suddenly and irreparably breaks down the Principal Officer for Adolescent and Young People Services, will be responsible for agreeing that a placement is ended and the young person will be supported to suitable accommodation arrangements.

## **8. Complaints and Representations**

Young People, Foster Carers or WIR Providers may wish to make complaints or representations about aspects of the WIR Scheme or decisions made about them. If the matter cannot be informally resolved following discussion with the allocated Social Worker or their Line Manager or the Principal Officer for Adolescent and Young People

Services, then complaints can be made through the Local Authority's Complaints procedure which can be found at [Make a complaint - Swansea](#).

## **9. Monitoring and Evaluation**

The Principal Officer for Adolescent and Young People Services and the BAYS+ Team Manager will meet:

- Bi-annually to review the profile and uptake of the WIR Scheme
- Annually to review qualitative information collated regarding the outcomes of the WIR scheme and feedback from young people and WIR Providers
- Regular reporting of the above information to the Corporate Parenting Panel

This policy will be reviewed annually.

# Integrated Impact Assessment Screening Form - Appendix B

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

## Which service area and directorate are you from?

Service Area: Child and Family Services

Directorate: Social Services

### 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)
- 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
- Other

### (b) Please name and fully describe initiative here:

We are committed to the ongoing service analysis and development of our When I Am Ready offer. We will continue to work with, listen and respond to the views and feedback of young people, families and WIR providers to ensure that we are meeting their needs. As part of this commitment, in order to set and manage the expectations of those entering, or thinking about entering, into WIR arrangements, we will aim provide total clarity in relation to what these arrangements involve, and we will reflect this clarity in the new When I Am Ready policy.

The outlining of clear engagement pathways to ensure that young people are given voice within WIR, and that all stakeholders will feel assured that their views and feedback will be appreciated and responded to in an understanding, empathetic manner.

As well as addressing these points, we will also need to monitor and maintain a good method of data recording around WIR to ensure that we understand how well our current processes and measures are working, and where they can be improved, and to help us to establish better new measures as we look to continually improve our service.

### Q2 What is the potential impact on the following: the impacts below could be positive (+) or negative (-)

	High Impact		Medium Impact		Low Impact		Needs further Investigation	No Impact
	+	-	+	-	+	-		
Children/young people (0-18)	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Older people (50+)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Any other age group	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Future Generations (yet to be born)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Disability	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Race (including refugees)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>



## Integrated Impact Assessment Screening Form - Appendix B

Asylum seekers	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Gypsies & travellers	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Religion or (non-)belief	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Sex	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Sexual Orientation	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Gender reassignment	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Welsh Language	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Poverty/social exclusion	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Carers (inc. young carers)	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Community cohesion	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Marriage & civil partnership	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Pregnancy and maternity	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Human Rights	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>

**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**

Our Children’s Rights and Participation Officer, Josh Price, has engaged with WIR providers, foster carers, and young people in WIR arrangements to understand what matters to them to inform the service and policy development. This work will continue throughout the development project.

**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 to 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?  
Yes  No

**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

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

Yes       No      If yes, please provide details below

Adult Service Transitions, and Welfare Rights Service, Social Care Income and Finance Team.

## Integrated Impact Assessment Screening Form - Appendix B

**Q7 Will this initiative result in any changes needed to the external or internal website?**

Yes       No      **If yes, please provide details below**

The When I Am Ready policy would need to be updated on both our external and internal website.

**Q8 Does the initiative involve changes to the way you process the personal data of Council staff or service users, for example the purchase of new customer management software?**

Yes       No

If your answer is yes, you should also screen the initiative for any implications regarding privacy and other GDPR rights and consider whether you need to amend your entry in the Council's Information Asset Register. Please use the following link to the online screening form for a Data Protection Impact Assessment <https://staffnet.swansea.gov.uk/dpiascreeing>  
For more about the Information Asset Register, please see <https://staffnet.swansea.gov.uk/informationassetregister>

**Q9 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.)*

This is a positive development for the young people, WIR providers and foster carers who are supported by Child and Family Services. There is no significant change to current service provision which is underpinned by statutory duties but instead reclarifies our commitment, our duties and how we will fulfil them.

### Outcome of Screening

**Q9 Please describe the outcome of your screening using the headings below:**

- **Summary of impacts identified and mitigation needed (Q2)**
- **Summary of involvement (Q3)**
- **WFG considerations (Q4)**
- **Any risks identified (Q5)**
- **Cumulative impact (Q9)**

### Summary of Impacts

The summary of impact identifies that there is limited impact arising from this development and where there is an impact, it is a positive development for the young people and families who are supported by Child and Family Services. There is no significant change to the current service provision, as this is underpinned by statutory duties. This development reclarifies our commitment, our duties and how we will fulfil them.

### Summary of Involvement

We will continue to inform and monitor our service development through engagement with young people, WIR providers and foster carers to ensure that there is no unintended impact resulting from this development.

# Integrated Impact Assessment Screening Form - Appendix B

## WFG Considerations

The Wellbeing Future Generations Act has been considered in relation to this development.

## Risks

No risks have been identified.

## Cumulative Impact

No negative cumulative impact has been identified.

As such, a full screening is not considered necessary at this time.

(NB: This summary paragraph should be used in the 'Integrated Assessment Implications' section of corporate report)

Full IIA to be completed

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.

<b>Screening completed by:</b>
<b>Name: Joshua Rees</b>
<b>Job title: Policy Content Support Officer</b>
<b>Date: 8/11/23</b>
<b>Approval by Head of Service:</b>
<b>Name:</b>
<b>Position:</b>
<b>Date:</b>

Please return the completed form to [accesstoservices@swansea.gov.uk](mailto:accesstoservices@swansea.gov.uk)

# Agenda Item 5



## Report of the Head of Child and Family Services

Social Care and Tackling Poverty Service Transformation Committee –  
4 December 2023

### Special Guardianship Orders

**Purpose:** The report presents the development of our services in relation to children and young people living in Special Guardianship Order arrangements.

**Policy Framework:** Social Services and Wellbeing Act 2014

**Consultation:** Access to Services, Finance and Legal

**Report Author:** Claire Edwards

**Finance Officer:** Chris Davies

**Legal Officer:** Lucy Moore

**Access to Services  
Officer:** Rhian Millar

#### For Information

#### 1. Introduction

1.1 This report outlines our commitment, vision, and ambitions for our support services for children, young people, and families in Special Guardianship Order arrangements.

1.2 A Special Guardianship Order (SGO) provides an alternative legal status for children and families, offering greater security than long-term fostering placements but without the legal severance from the birth family that stems from an Adoption Order. Most importantly, it ensures children are offered the opportunity to grow up and be cared for within their family network and the Special Guardian will have parental responsibility for the child.

Information on relevant legislation and practice guidance for Special Guardianship Orders can be found in the Special Guardianship Order Policy (Appendix 1).

## **2. Background**

2.1 The Special Guardianship Order project was initiated in 2021. The project has been led by the Family and Friends Fostering Team, who manage and oversee Special Guardianship Order arrangements, with support from Child and Family's Service Development Team. The project aims to review and develop the support offer and systems we have in place for our children, young people, and Guardians to ensure they have access to the right support, at the right time, throughout the lifetime of their order.

2.2 Key achievements to date include:

- Reviewing and streamlining of our Special Guardianship Order system and processes, including financial support.
- Updated Special Guardianship Order Policy (See Appendix 1).
- A focussed Special Guardianship Order Development Plan (see Appendix 2) which is based on the 'Key elements of a special Guardianship Service' as identified by the Kinship Organisation in their best practice guidance for England and Wales.
- Consultation events with children, young people and Guardians to understand what matters to them and inform the development of our services.
- Enhanced data and performance monitoring information to support our understanding of our Special Guardianship Order population.
- Development of the Special Guardianship Order stability meeting process to provide a rapid response to families in Special Guardianship Order arrangements who are at risk of family breakdown.
- Development of induction / information workshops for prospective and current Guardians.
- Growth of the Special Guardianship team, employing a Special Guardianship Coordinator and additional support workers to strengthen the service following significant growth in Special Guardianship Orders being granted. The Special guardianship team are currently supporting 330 children subject to an Special Guardianship Order support plan.

## **3. Achieving our Ambition**

3.1 Child and Family Services is committed to ensuring our Guardians are supported emotionally, financially, and practically, to enable the children in their care to thrive. The development of our services has, and will continue to be, focussed on achieving this.

3.2 Children and young people in Special Guardianship Order arrangements have often experienced trauma and disruption similar to those who remain in care, or those who leave care through adoption. We recognise therefore that children and young people in Special Guardianship Order

arrangements need a similar range of therapeutic services. Our vision is to establish robust and collaborative working relationships between the Family and Friends Team and the internal therapy service, with the primary goal of meeting the therapeutic needs of children in special guardianship arrangements. We understand the importance of working hand-in-hand as teams to develop comprehensive and effective plans that address the specific needs of each child and their family. We believe that by equipping our staff with enhanced therapeutic knowledge, and close working between the Family and Friends Team and Internal Therapy Service we can better support children and their families in their journey to recover and thrive. Ultimately, we want to create an environment where every child in special guardianship arrangements receives the therapeutic support they require, enabling them to heal, grow, and flourish.

- 3.3 Additionally, as with many other families, there are times when low-level support is beneficial to ensure the family's wellbeing and placement stability. In many cases, this support can be provided through peer networks. We have developed additional workshops and peer support groups to enable carers to support each other and engage with Special Guardianship Order support workers in informal settings and these continue to successfully grow and develop.
- 3.4 We also recognise the importance of early intervention and prevention and close working between the Family and Friends Team and early intervention and prevention services. Our vision includes working proactively to provide services and quality support to these children and their families in order to prevent the escalation of difficulties and the potential breakdown of the family unit. By engaging in early intervention, we aim to identify and address any emerging challenges or concerns before they become more significant. This proactive approach allows us to provide timely and targeted support, which can help improve the overall well-being of the children and their families. Furthermore, we understand that by offering quality support and intervention at an early stage, we can assist in building strong foundations for the future. By equipping families with the necessary tools, resources, and guidance, we empower them to navigate challenges, strengthen relationships, and create a nurturing environment for the children in their care. Our vision is rooted in the belief that by investing in early intervention and prevention, we can make a significant and positive impact on the lives of children and their families. We strive to create a supportive and inclusive community where families feel heard, valued, and empowered, ultimately avoiding the breakdown of the family unit and promoting the well-being of all involved.
- 3.5 When entering into a Special Guardianship Order arrangement, Guardians have to adjust to the additional cost of caring for a child and the potential effect their new caring role may have on their work life / financial stability. It is crucial to acknowledge that financial support should not be the sole reason for a Special Guardianship arrangement

failing to survive. We are in the process of developing new financial arrangements for Special Guardianship Orders, part of which focussed on increased 'Basic Allowances' for all Guardians which was approved as part of the Fees and Allowances Paper to the Corporate Management Team earlier this year. Alongside this, we are building a robust financial support offer to ensure we work with the Council's Welfare Rights Unit so that our Guardians have support to understand and maximise their financial situation. We have also been working alongside the Social Services, Social Care Income and Finance Team, to develop robust, consistent approaches to assessing the finances of Guardians in line with the approaches taken across the Directorate and Welfare Benefits system.

- 3.6 We pride ourselves on working with Guardians in an open and honest way to explore their individual circumstances and the implications of them entering into a Special Guardianship Order. We understand this is particularly crucial prior to the order being granted to ensure prospective Guardians are able to make decisions around whether this type of arrangement is the most suitable for their family. To support our understanding of what information is important to Guardians, we have been working closely with our local Special Guardianship Order support group around this topic, and their feedback will support us to develop updated information about the support and services available to Guardians.
- 3.7 Each individual Special Guardianship Order support plan outlines the support the children, young people, and Guardians will receive both during their first year and ongoing throughout the lifetime of their order. The information contained in the plan includes information about practical, emotional, and financial support available for each family and the details of their allocated Support Worker who will be their link for support, information, and advice. Support plans are reviewed on an annual basis to allow us to understand the family's experience from the past year and respond to their changing needs as necessary. We have seen significant growth of our Special Guardianship population in recent years, and to support this we have expanded the Family and Friends Fostering Team with additional specialist roles focussing on supporting Special Guardianship Order arrangements. This includes a Special Guardianship Coordinator role and additional Support Workers to strengthen our offer. Recently 6 additional support officers have been appointed, a coordinator post is being advertised and a senior Social Worker dedicated to this part of the team to focus in complex support plans and stability meetings has also been assigned.
- 3.8 Engagement and participation with children, young people and Guardians is key to ensuring we have a clear understanding of what matters to families in Special Guardianship Order arrangements and provide us with an understanding of models of best practice and priorities for future service development. Our Participation and Children's Rights Officer has, and will continue to, work alongside the Family and Friends

Team to maximise opportunities for meaningful what matters conversations and co-design opportunities.

3.9 The Special Guardianship Order service and offer has grown significantly over recent years, feedback from individual families is good and the staff team are skilled and stable. There is a huge focus on achieving excellent quality support plans, joint working with therapeutic and early help and prevention teams and external agencies to achieve our vision.

3.10 We are committed to the ongoing service analysis and development of our Special Guardianship offer. We will continue to work with, listen and respond to the views of children, young people, and Guardians. Our Special Guardianship Order development plan (Appendix B) outlines clear identified priority areas of development which we believe will enable us to achieve our vision for children, young people, and their family network.

#### **4. Integrated Assessment Implications**

4.1 The Council is subject to the Equality Act (Public Sector Equality Duty and the socio-economic duty), the Well-being of Future Generations (Wales) Act 2015 and the Welsh Language (Wales) Measure, and must in the exercise of their functions, have due regard to the need to:

- Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Acts.
- Advance equality of opportunity between people who share a protected characteristic and those who do not.
- Foster good relations between people who share a protected characteristic and those who do not.
- Deliver better outcomes for those people who experience socio-economic disadvantage
- Consider opportunities for people to use the Welsh language
- Treat the Welsh language no less favourably than English.
- Ensure that the needs of the present are met without compromising the ability of future generations to meet their own needs.

4.2 The Well-being of Future Generations (Wales) Act 2015 mandates that public bodies in Wales must carry out sustainable development. Sustainable development means the process of improving the economic, social, environmental and cultural well-being of Wales by taking action, in accordance with the sustainable development principle, aimed at achieving the 'well-being goals'.



4.3 Our Integrated Impact Assessment (IIA) process ensures we have paid due regard to the above. It also takes into account other key issues and priorities, such as poverty and social exclusion, community cohesion, carers, the United Nations Convention on the Rights of the Child (UNCRC) and Welsh language.

4.4 An IIA Screening Form has been completed with the agreed outcome that a full IIA report was not required. The IIA screening process outlined there is no reputational risk to the council or any negative impact on any protected characteristics. The impacts are positive. (Appendix C – Integrated Impact Assessment Screening).

## **5. Legal Implications**

5.1 There are no legal implications.

## **6. Financial Implications**

6.1 There are no financial implications.

**Background papers:** None

### **Appendices:**

Appendix A – Special Guardianship Order Policy Nov 23

Appendix B – Special Guardianship Order Development Plan

Appendix C – Special Guardianship Order IIA Screening Form

# Special Guardianship Order (SGO) Policy

Swansea Council  
Child & Family Services  
November 2023



## 1. Introduction

This policy has been produced to support staff working in Child and Family Services with children, young people, and their families in any capacity, to make decisions around Special Guardianship Orders.

## 2. What does the law say?

The relevant legislation and practice guidance relating to Special Guardianship Orders includes:

- [The Children Act 1989](#)
- [The Special Guardianship \(Wales\) Regulations 2005](#) as amended by [The Special Guardianship \(Wales\) \(Amendment\) Regulations 2018](#)
- [Special Guardianship Code of Practice on the Exercise of Social Services Functions in Relation to Special Guardianship Orders 2018](#)
- Guide for The Offer of Special Guardianship Support in Wales 2020 (AFA), which draws together statutory guidance relating to support service requirements as outlined within and the Special Guardianship Code of Practice on the exercise of Social Services functions in relation to Special Guardianship Orders 2018 [SGO Support Guidance](#)

## 3. What is a Special Guardianship Order?

A Special Guardianship Order (SGO) is a legal status that provides an alternative for children and families. It offers greater security compared to long-term fostering placements but does not sever the legal ties between the child and their birth family, as is the case with Adoption Orders. The primary aim of SGOs is to ensure that children have the opportunity to grow up within their family network and receive care.

Under an SGO, the Special Guardian is granted parental responsibility for the child. They can exercise this responsibility to the exclusion of others with parental responsibility, except another Special Guardian who shares this responsibility. However, there are limitations to the decisions a Special Guardian can make. For example, they cannot change the child's surname or take them out of the country without the permission of the court or the agreement of all individuals with parental responsibility. Birth parents also retain the right to consent to whether or not the child can be adopted.

Special Guardians may receive support, including financial assistance, from Swansea Council. They have the right to request an assessment for support services at any time after the SGO has been granted. Each family's needs are unique, and the council strives to address each case individually and comprehensively to establish and maintain long-term stability for the child and their family. The level and extent of support required will be determined through a formal Special Guardianship or Unified Assessment, along with the development of an individual SGO Support Plan.

#### **4. Our Vision for Special Guardianship Orders (SGOs)**

We firmly believe that every child deserves to live in a safe and stable home, where they can thrive and grow into happy and healthy adults. We understand that the concept of a permanent home may vary for each child, depending on their unique needs. However, whenever it is safe to do so, we strongly advocate for children to be cared for by their parents or within their extended family network. We aim to create an environment where those caring for the child feel empowered to meet their needs and exercise their parental responsibility. As part of our reviewing mechanism, the emphasis of support needs is as important as anything else.

#### **5. Supporting Special Guardianship Arrangements in Swansea**

Our dedicated Family and Friends Team (FAFT) works within Child & Family Services and plays a crucial role in helping to maintain family connections. This team focuses on keeping children within their own family network whenever possible, especially when there are concerns about their care while residing with their parents. Throughout the SGO process, from assessment to review and transition, our team works closely with children, young people, and families. We provide comprehensive support and information to families at every step of their SGO journey. As part of our work, we conduct Unified Assessments with potential carers to evaluate their suitability as Special Guardians and ensure they can provide stability, security, and permanence for the child.

FAFT work with families as early as possible to provide information about the SGO process and options to support Guardian's decision making around entering in to an SGO arrangement so that they are able to make informed choices.

It is of utmost importance to us that once an SGO is granted, we continue to offer the necessary support to ensure its success and the satisfaction of the Special Guardian, the child, and the family. We recognise that children's needs are dynamic and change as they grow and develop, and we are dedicated to provision of good quality and responsive support services for a child's entire childhood. SGO support plans are subject to ongoing monitoring and are reviewed at least annually, to ensure that the support arrangements continue to meet the child's needs and that everyone involved is content with the support provided.

The Local Authority is required to prepare an assessment report on prospective Special Guardians. The report includes essential information about the child, their family, the child's wishes and feelings, the prospective Special Guardian, details about the local authority responsible for the report, and recommendations regarding whether an order should be granted. It should also cover contact arrangements and proposed support services, including any financial support.

The assessment of the potential Special Guardianship arrangement also identifies any support needs and forms the basis of the individual support plan. The support plan is completed by the child's social worker, reviewed by the SGO Panel for quality assurance, and finalised with input from the applicants. Once agreed upon, the support plan is filed at court.

Regular 'keeping in touch' reviews of the SGO support plan are undertaken by FAFT who will then coordinate with the appropriate teams, agencies, or services to meet the assessed needs of the family. These reviews are always offered to take place in the Special Guardians home. These reviews help ensure that support plans are still appropriate, effective, and aligned with the child and family's needs. Further to this FAFT have a specialist kinship team

with a duty line that can be accessed by Special Guardians and parents with children in SGO arrangements.

We are committed to providing support services to Guardian's pre and post-Order. This could include access to ongoing training via the foster carer training calendar; support with mediation and communication; access to the Welfare rights team to ensure families have accessed all the benefits they are entitled to; support groups and regular family activity days for children; Early Help services to provide emotional support and guidance to SGO carers and children/ Young People; life story work; offer emotional support, advice, and guidance, liaising with other professionals within the authority but also linking with Health, Education and Community support systems; consultation with Internal Therapy Service (ITS) in respect of ensuring therapeutic and emotional support is available for SGO families. Each support package is based on individual needs and as part of the reviewing process, can be adapted based on the changing need of the family.

## **6. Complaints and Representations**

Special Guardians, Young People or family members may wish to make complaints or representations about aspects of the SGO Service or decisions made about their arrangement. If the matter cannot be informally resolved following discussion with the allocated Social Worker, their Line Manager or the Principal Officer for Care Services and Commissioning, then complaints can be made through the Local Authority's Complaints procedure which can be found at [Making a complaint - Swansea](#).

## **7. Monitoring and Evaluation**

The Principal Officer for Care Services and Commissioning and FAFT Team Manager will meet:

- Annually to review the profile and uptake of SGO Orders
- Annually to review qualitative information and feedback from young people and Guardians on their SGO experiences
- Regular reporting of the above information to the Corporate Parenting Panel

This policy will be reviewed annually.

## Special Guardianship Order (SGO) Service Development Overview – July 2023 – Appendix B

Key Element of a Special Guardianship Support Service (Kinship.org.uk)	Achieved this year	Current Offer	12 Month Action Plan
<p><b>An Understanding of the Need for Services</b></p>	<p>Consultation with local SGO support groups and young people living in SGO arrangements.</p> <p>Identified SGO development priority areas:</p> <ul style="list-style-type: none"> <li>• Financial Support</li> <li>• Provision of information about SGO</li> <li>• Development of our preparation for SGO support offer</li> <li>• Robust SGO support arrangements once the Order has been granted</li> <li>• Development of swift family responses to SGO families in crisis and at risk of breakdown</li> <li>• Discussion of co-ordination of support from across Child and Family Services to families in crisis</li> <li>• Development of links with community projects offer additional support services</li> </ul> <p>Improved quantitative information recording systems have been developed to help us understand the demand for SGO support services in Swansea.</p> <p>Agreement for increased staffing levels in FAFT to respond to the needs of SGO</p>	<p>The SGO service sits within Friends and Family Team (FAFT) which is a specialist Kinship Team.</p> <p>FAFT are reporting monthly upon:</p> <ul style="list-style-type: none"> <li>• Number of Guardians</li> <li>• Number of SGO assessments completed</li> <li>• Number of families subject to the Stability Protocol and meeting outcomes</li> </ul> <p>FAFT engage and consult with Special Guardians via support groups and direct contact, to understand what matters to them.</p>	<p>Extend data capture to include:</p> <ul style="list-style-type: none"> <li>• Ages of children</li> <li>• Relationship to the children</li> <li>• Family Stability meetings and outcomes</li> <li>• Identified support needs</li> </ul> <p>Undertake ongoing consultation with Guardians and children and young people in SGO arrangements around their experiences of assessment, support provided and what matters to them.</p> <p>Explore co-design opportunities with Guardians, children and young people in SGO arrangements to produce key information on SGO arrangements and support.</p>

	families. The team will have an additional 6 support officers and 1 co-ordinator post which is due to be advertised.		
<b>A Mechanism for Governance, Management and Service Planning</b>	<p>Development of draft SGO policy pack, annual declaration of support services and Service Action Plan (to be reviewed each year).</p> <p>Review of current SGO financial process and financial arrangements. This review has taken in to account the arrangements of Western Bay Adoption Service and Fostering Wales Swansea. SGO allowances were increased as a result of this review in April 2023.</p> <p>Engagement with Swansea Council's Welfare Rights Unit to ensure all Guardians have access to welfare rights information and support and that correct, appropriate, and manageable levels of financial support are offered to Guardian's in receipt of SGO allowances.</p> <p>Development of robust support plans and support offer for children living in SGO arrangements. As part of this, we took in to account the comparable challenges faced by both children living in SGO arrangements and children who are Looked After or Adopted.</p> <p>Policy development includes information on localised support on offer for children and Special Guardians</p> <p>Collaborative working with other Local Authorities to ensure SGO families can</p>	<p>Development of the SGO Volunteer Scheme with SCVS (Swansea Council for Voluntary Service) to provide additional support for families with an SGO arrangement.</p> <p>The SGO Support Panel includes representatives from Welfare Rights, Service Quality Unit and Finance to ensure robust and consistent support plans are produced which meet the children and Guardians' needs.</p>	<p>Completion, sign off and implementation of the new SGO Policy pack planned for Autumn 2023.</p> <p>Develop further joint working opportunities with Education, Health, and other partners to achieve a joint approach to supporting SGO families.</p> <p>FAFT to take forward further discussions around the 'transfer in / out' process with other Welsh Local Authorities to ensure a smooth and consistent approach for families.</p>

	<p>access localised support pertinent to the area of their residence</p>		
<p><b>Information for and Communication with Guardians</b></p>	<p>Development of a Specialist Kinship Support Officer role to facilitate support workshops for Guardians and works alongside the Volunteer Co-ordinator from Swansea Council for Voluntary Services (SCVS) as a link for SGO families to access additional support from volunteers.</p> <p>The Specialist Kinship Support Officer have developed and delivered SGO preparation workshops for anyone interested in Special Guardianship. A follow-up workshop has also been developed for Guardians who have had SGO awarded and require additional information and support.</p>	<p>Basic Information is available for prospective Special Guardians on the Swansea Council website which includes SGO FAQs.</p> <p>FAFT communicates via email and letter upon case transfer giving Guardians information including duty contact details for FAFT</p> <p>Ongoing timetable of SGO preparation and information workshops as per development activity. These workshops offer an opportunity for information sharing by the Local Authority and peer support.</p>	<p>Consultation with children, young people and Guardians to understand how they would like to receive information on SGO. One suggestion is the development of a website which would include resources and links to key organisations such as the Kinship and Family Rights group.</p> <p>Development of accessible information for Staff, Guardians and children and young people. This information would be informed by what matters to those in SGO arrangements and would include details of our Policies and available support.</p> <p>SGO support offer and financial arrangements to be reviewed and published annually.</p> <p>Development of information for social workers to use in direct work with children, young people and families to help prepare them for SGO and what the Order means for them.</p> <p>Review of other forms of communication used by FAFT e.g. email, text, letter.</p> <p>Create opportunities for current Special Guardians to support the</p>



			<p>facilitation of the preparation for, and post SGO, workshops.</p> <p>Newsletters to be formally extended to Guardians.</p> <p>FAFT Welcome Pack to be reviewed and re-designed.</p>
<p><b>Engagement and Consultation with Special Guardians</b></p>	<p>The Participation and Children’s Rights Officer has undertaken consultations with SGO Guardians and provided initial feedback to FAFT Deputy Manager.</p> <p>Guardians have been offered direct access to the FAFT team via a monthly SGO clinic at their community support group. This was created to provide additional opportunities for Guardian’s to gather information and address both general and family specific concerns.</p> <p>Development of regular drop-ins at local SGO support groups ‘Roots’ to build links with Guardians. The FAFT Deputy Team Manager and Support Officers have regularly attended this group to build relationships and alongside the Participation and Children’s Rights Officer have undertaken consultation activities with current families in SGO arrangements.</p>	<p>FAFT continue to work closely with the Participation and Children’s Rights Officer to ensure opportunities are developed to capture the experiences of children, young people and Guardians.</p>	<p>Continued development of consultation opportunities with Guardians, including exploring the development of an SGO Forum for Guardians to inform service development and co-design information.</p> <p>Continued attendance at Support Groups to enable relationship building between Guardians and the FAFT Team.</p> <p>Undertake a review of our engagement and consultation mechanisms with the birth parents of children living in SGO arrangements.</p>
<p><b>Communication with Children and Young people</b></p>	<p>The FAFT Team have worked with the Participation and Children’s Rights Officer to establish consultation events with children living in SGO arrangements. In these discussions young people identified a priority area of work focussed on developing information on “The Evolution of the SGO” to help children and young people</p>	<p>Children's wishes and feelings are gathered during the Assessment stage.</p> <p>FAFT run regular Activity Days where children and young people living in Kinship care have an opportunity to meet and engage with other children living in a similar arrangement.</p>	<p>The Participation and Children’s Rights Officer will continue to work with FAFT Team to maximise opportunities to engage and co-design with children and young people. Implementation of the Youth Voice in Action training in FAFT will maximise opportunities for children and young people in SGO</p>

	<p>understand SGO arrangements and what it means for them.</p>		<p>arrangements to inform service developments. This will include co-designing how children and young people would like to develop and received information, e.g., video format.</p> <p>Develop communication systems with children and young people to ensure they understand SGO and what it means for them. Young people to help us design the best way to share this information.</p> <p>FAFT to continue developing and supporting engagement opportunities with children and young people alongside the Participation and Children's Rights Officer.</p>
<p><b>Referral and Assessment Systems and Processes</b></p>	<p>The SGO Panel has been developed to ensure thorough support planning, joint interagency working, and to provide learning and practice opportunities around the support needs of SGO families.</p> <p>Engagement with 'front door' services about referral systems for SGO families from out of county as well as those already known to FAFT / Swansea.</p> <p>Development of clear working practices with IAA (Information, Advice and Assistance), SPOC (Single Point of Contact), the Academy and Early Help Teams. Ongoing system mapping of these processes is underway to ensure smooth transition between these team. This will form part of</p>	<p>Guardians and parents of children living in SGO arrangements can access the Family and Friends Team duty team for advice and support.</p> <p>EDT is available for Guardian in case of emergencies.</p> <p>On transfer, FAFT confirm in writing to Guardians the case transfer and ensure they have access to the duty service.</p> <p>Prior to transfer the CSW inform parents and involved professionals of the case transfer and contact details for FAFT.</p> <p>FAFT have a transfer process in place for families based in Swansea but where an SGO has been awarded within a different</p>	<p>Development of written confirmation on transfer to all who are receiving SGO support Services, including parents.</p> <p>FAFT to continue to agree develop processes for seamless access to services for SGO families, including continued joint planning with our intake team and early help services.</p> <p>Develop clear guidance and procedures for accepting new referrals, referrals regarding families open to FAFT, responding to out of county requests, information of WCCIS referrals and other associated SGO contacts.</p>

	<p>the SGO policy and practice guidance documentation.</p> <p>The Stability Panel has been established with a joint working protocol to support those families at risk of breakdown due to Safeguarding issues or family instability. The purpose of this panel is to provide oversight and support to families who are subject to the stability protocol in relation to special guardianship. The panel will review Family Stability Plans and the support being provided, with a focus on achieving stability and maintaining the SGO, with the child living with their family. The goals of this Panel is to avoid family breakdown, prioritise children's best interests and well-being, promote collaboration amongst services, foster joint learning, enhance the understanding of SGO stability and inform service development.</p> <p>Continued completion of Unified Assessment of prospective Guardians and provision of ongoing support to locality teams completing private SGO Applications.</p> <p>Continued joint working in respect of families where there are both CINCS (Child in Need of Care and Support) and SGO support needs identified.</p>	<p>authority, these are accepted promptly and efficiently at the 3-year point.</p> <p>FAFT accept referrals from Out of County authorities where families are based in Swansea prior to the 3-year transfer timescale to ensure local services and support can be offered without delay.</p> <p>FAFT and IAA, SPOC and Academy have close communication about a SGO cases, to ensure access to services at the right level is offered without delay.</p> <p>Families with SGO who also have a CIN (Child in Need) or CP (Child Protection) plan have been continuously supported by FAFT under the SGO support plan. This support ensures step down to SGO support plan only at the earliest opportunity and provides a consistent and joined up approach to support being offered to families by FAFT and front-line teams.</p>	<p>Review of the transfer process to FAFT to ensure this it is smooth and consistent for all families. The system mapping will help us identify and address any gaps including those we are already aware of e.g. the gap between an SGO being awarded to case being transferred to FAFT. The goal is to achieve continuous support from FAFT when SGO is awarded for all families already known to FAFT.</p>
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<p><b>Preplacement Support to Special Guardians and Children</b></p>	<p>Preparation for SGO workshops have been developed by the Specialist Kinship Support Officer (As outlined above).</p>	<p>FAFT pre and post SGO support sessions.</p> <p>General information is available on the Council's website about SGO. Prospective Guardians are also sent an information pack when they are referred for SGO assessment.</p> <p>Family meeting are undertaken by FAFT during the Public Law Outline process (or earlier if requested). This ensures that families have information about the process and their options at an early stage so that they can make an informed decision.</p> <p>Financial support is provided towards legal costs up to the sum of £3000 for the families of children whose care plan is to apply for an SGO order.</p> <p>The Foster Wales Swansea Training Calendar is available to all Special Guardians.</p> <p>FAFT work closely with children's social workers and attend LAC (Looked After Children) reviews.</p> <p>Needs based financial support assessment for Guardians.</p>	<p>Engagement with current and prospective Guardian's to support the development / co-design of an information pack for those applying for SGO to ensure that it we develop relevant information to support them in both the decision making for and establishing of their SGO arrangement. We will work with Guardians to identify the best way to share this with them e.g. electronic, web-based etc.</p> <p>Development of 'Welcome Pack' for new Guardians.</p> <p>Welfare Rights checks to be standardised as part of the new financial assessment process as to maximise the income of our SGO families.</p> <p>Development of opportunities for existing Guardians to be involved in the facilitation of our preparation for SGO support groups.</p> <p>Development of information to ensure all Guardians are aware of the support available to them and their rights of appeal, including our complaints process. This includes the development a clear and transparent support offer, outlining both the emotional and wellbeing support provided along with information on the financial assessment and support system.</p>
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<p><b>Support with Contact Arrangements and Managing Family Relationships</b></p>	<p>Development of our consultation / information process for case transfers to discuss support for contact arrangements and managing family relationships as agreed within the SGO Support Plan</p>	<p>Contact arrangements are discussed and included in the SGO support plan. This is overseen by SGO panel.</p> <p>FAFT provide mediation and communication between family members in relation to contact.</p> <p>FAFT arrange indirect, direct and supervised contact, where necessary.</p> <p>Duty support available for contact issues. This is available to birth parents also where the child or young person is open to FAFT.</p> <p>FAFT Family Stability meeting process considers managing contact.</p> <p>Specific training provided by CFS on managing contact. This can be accessed by Guardians.</p>	<p>Development of a contact template, contact agreement and contact guidance for Guardians and birth parents.</p> <p>Development of a workshop and guidance for Guardians on how to support a child with contact.</p> <p>FAFT to assist with assessment of family members to enable safe contact to occur for the child.</p> <p>All Guardians to receive an annual letter inviting them to contact FAFT if their support needs have changed.</p> <p>FAFT to ensure children, young people, Guardians and Parents have copies of support plans relevant to them.</p>
<p><b>Financial Advice and Support</b></p>	<p>Review of SGO allowances in consultation with Guardians, the Social Care and Finance Team and the Welfare Rights Team. This resulted in an average raise in SGO basic allowances of 14% this year.</p> <p>Positive feedback received from Guardians around the impact of the increased SGO basic allowance.</p> <p>Continued learning and development of the SGO Panel with colleagues from Welfare Rights and Finance to ensure that our support offer includes incomes maximisation of our SGO families from all available sources e.g. DWP, Government Grants etc.</p>	<p>SGO basic allowances are paid to all Special Guardian and are reviewed annually.</p> <p>Maintenance of Income for former foster carers is maintained at the Fostering Allowance rate for 2 years following the SGO being granted.</p> <p>A standardised assessment of need is undertaken in respect of Additional Allowances to ensure consistent payments are made to Guardians.</p> <p>Kinship Support Officers link with the Welfare Rights Team to undertake 'benefit checks' to maximise families' income.</p>	<p>Continued development of the financial assessment process for SGO allowances alongside the Social Care and Finance Team.</p> <p>Welfare Rights checks to be implemented at assessment stage for every family.</p> <p>Development of clear and accessible financial arrangements which will be available to Guardians.</p> <p>Clear information for staff and Guardians will be produced as part of the SGO Policy pack.</p>

<p><b>Preventive / Early Intervention Support for Families and Children’s Emotional and Psychological Well-being</b></p>		<p>Guardians can access support groups and family activity days for children, facilitated by FAFT.</p> <p>FAFT work closely with Early Help services to provide support to Guardians, children and young people.</p> <p>Life story books are available for all children living in an SGO arrangement.</p> <p>Dedicated Kinship Support officers offer emotional support, advice and guidance to families and are able to liaise with other services within Child and Family Services as well as those in Health, Education and Community Support Services.</p> <p>Kinship Support officers can provide emotional support to Guardians’ own children.</p>	<p>Ongoing development and training around key intervention areas including contact support and undertaking life story work with children, to enhance our current offer.</p> <p>Development of a ‘minimum offer’ of 6 months support after an SGO is established from a Kinship Support Worker for those families who would like this level of support.</p> <p>FAFT team to further enhance coaching with Guardians on relationship-based play interventions, secure base interventions, parenting interventions informed by child’s attachment needs, and Guardians wellbeing plans. This would include facilitating workshop based activities and peer support opportunities.</p>
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<p><b>Specialist Support for Families and Children’s Emotional and Psychological Well-being</b></p>	<p>Increased access with our Internal Therapy Service (ITS) to now be able to access therapeutic support from this service without the child needing to be a ‘Child in Need’.</p>	<p>FAFT collaborate with ITS to ensure therapeutic and emotional support is available for SGO families. ITS offers a range of interventions for SGO families such as: DDP and Therapeutic Life Journey Work.</p> <p>Additional external therapeutic services can be funded following ITS consultation.</p> <p>Children and young people and Guardians have access to emotional support from FAFT, Early Help and Family Support Services in Swansea.</p>	<p>Development of a range of therapeutic services to address the emotional and behavioural and wellbeing needs of children and young people. These services may include counselling, play therapy, art therapy, sport therapy and peer support mentoring. We will work with ITS and explore the training and development need of both FAFT and Guardians.</p> <p>ITS offer to Special Guardianship families to be confirmed this year.</p> <p>Resource materials to be produced for Guardians that highlight the therapeutic and emotional support available for children and young people in their care.</p> <p>ITS Therapeutic offer for SGO families to be confirmed this year and development plan outlined to respond to identified needs.</p> <p>Development of a training plan for FAFT in this area to equip the team with the knowledge, skills, tools, and resources necessary to support children’s emotional wellbeing.</p> <p>Implement the All-Wales SGO Support Plan and Coram BAAF Form F to ensure robust assessment and planning to identify the specialist support required.</p>
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<p><b>Services to Support the Transition of Young People to Independence</b></p>	<p>Developed facility (via the SGO panel) for increased or extended support to be considered for category 5 and 6 young people subject to SGO under the terms of the Social Services and Wellbeing Act 2014.</p>	<p>Assessments of need are available for Young People who qualify under the leaving care act via leaving care services. This is arranged via FAFT Support Officers</p>	<p>Develop information on transition as part of the wider information development work being undertaken with children, young people and Guardians.</p> <p>Leaving care planning to be included in all support plans from initial stages.</p> <p>Development of a 'Working Agreement' with our leaving care services to provide advice and support to all SGO families.</p> <p>Develop the process to support young people living in SGO arrangements to access higher education e.g., supporting letters, bursaries.</p> <p>Development of a Skills for Independence Resource for young people living in SGO arrangements.</p> <p>Scoping of peer support opportunities for young people.</p>
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<p><b>Support to Access Services from Other Parts of the Local Authority</b></p>	<p>Development of SGO panel to review proposed support planning.</p> <p>SGO Stability panel has been set up this year beginning July 2023.</p>	<p>SGO Panels helps ensure SGO support plans adequately address the needs of children, young people, and Guardians to promotes the wellbeing of the family. The panel makes recommendations for adjustments to support plans and ensures collaboration between frontline teams, finance, welfare rights, and SQU to ensure the right support for families.</p> <p>SGO Stability Panel provides oversight and support to families who are subject to the stability protocol in relation to SGO and are at risk of breakdown. The panel consists of representatives from FAFT, Intake teams, Early Help, Leaving Care and Family Support.</p>	<p>Review of SGO Support Panel to confirm its purpose, understand staff perspective on Panel and ensure Panel supports us to achieve what matters to children, young people and families.</p> <p>SGO Stability Panel to be trialled and reviewed.</p>
<p><b>Support to Access Services from Other Agencies</b></p>		<p>FAFT Support Officers are available to support Special Guardians to communicate with other agencies including Education and Housing and involve these agencies in support planning as necessary.</p> <p>Family Stability meetings include other agencies such as Education and Health when needed.</p>	<p>Review of joint working opportunities with other agencies to develop and maximise the support offer for SGO families.</p>
<p><b>Commissioning Systems and Processes</b></p>	<p>Commissioning for external therapeutic services is now subject to consultation with ITS to ensure the appropriate and best service is identified.</p>	<p>ITS support the commissioning of external therapeutic services.</p>	

<p><b>Workforce Development</b></p>	<p>Promotion of FAFT SGO support services and development of learning opportunities via Locality Team Meetings.</p> <p>SGO workshop development.</p> <p>Workstream based approach to Service Development has offered an opportunity to share learning and information with representatives from across Child and Family Services and co-ordinate the development of our SGO offer.</p> <p>Identification of FAFT training opportunities as part of the ongoing review of Services. Many of these are outlined in specific areas of this action plan and have specific next steps identified against those areas.</p>	<p>FAFT are Specialist Kinship Care Team who offer support to Guardians from initial family meetings during PLO and early identification of potential Guardians through to annual reviews and transition in established arrangements.</p> <p>Comprehensive training is available to staff both in house and externally commissioned when needed.</p>	<p>Liaise with staff across Child and Family Services to support the development of information and guidance for social workers involved in supporting potential and existing Guardians e.g. process maps including roles, responsibilities and best practice at key stages such as suitability assessment, financial assessment, PLO and court.</p> <p>Develop a seamless transition in SGO support through assessment and post-order support</p> <p>Ongoing review and update of FAFT specific workforce development plan.</p> <p>Additional Deputy manager appointed to support and develop the SGO workforce.</p>
<p><b>Monitoring and Evaluation</b></p>	<p>Improved performance reporting systems and information capture in relation to our SGO population and their needs.</p>	<p>Monthly performance data is gathered by FAFT and provided to the Learning and Innovation Team.</p> <p>Ongoing engagement and consultation with SGO families</p>	<p>Continued development of performance information to include:</p> <ul style="list-style-type: none"> <li>• Annual evaluation of support offered to Guardians.</li> <li>• Progress data and understanding of outcomes for Guardians and young people into adulthood</li> </ul>

<b>Budget and Resources</b>	<p>Social Services Finance Team have been involved in reviewing SGO allowances this year. The SGO budget was increased to meet this additional need identified in the Basic Allowance review.</p>	<p>SGO support needs are prioritised in terms of budget spending.</p> <p>Allowances are reviewed annually.</p> <p>Staff capacity in FAFT is reviewed regularly to ensure sufficient capacity to meet demand.</p> <p>A standardised approach to assessing financial needs of SGO families is in place to ensure budgets are directed to the families that need the support.</p>	<p>FAFT, Social Services Finance Team and Social Care Finance Team will review SGO allowances and budget annually.</p>
<b>Birth Parent Support</b>	<p>Furthered links with Swansea's Reflect Service to establish opportunities for joint working with birth parents.</p> <p>Developed links with the Parent Advocacy Project and supported facilitation of the Accredited training of 2 staff members as part of the project development.</p>	<p>Birth parents can be referred to Swansea Reflect service for emotional support and guidance in respect of life choices and support in addressing any difficulties or challenges they may face.</p> <p>Collaborative working between FAFT and Reflect to offer support to SGO birth parents as required.</p> <p>SGO support plans allow identification of plan to support birth parents as required.</p> <p>FAFT Support Officers provide emotional support and guidance to birth parents e.g., contact arrangements, promote their child's best interests.</p> <p>FAFT provide support with communication and mediation between family members.</p> <p>Contact reviews with parents are held as necessary.</p>	<p>Explore opportunities to engage and consult with birth parents to inform the development of specific birth parents related guidance e.g., duty lines, contact, support services.</p> <p>Enhance and develop our support offer for birth parents e.g., provision of information and communication, support building emotional resilience, improving confidence and self-esteem, support to attend contact reviews and understanding their child's needs.</p> <p>FAFT to explore the 'Looking Forward' project model which aims to encourage birth parents to understand the experience of permanent separation due to SGO and to enhance access the help they need to plan for their futures.</p>

<p><b>A Plan for the Future Development of Services</b></p>	<p>SGO Service planning and development has been a priority in Swansea for several years and the service has developed significantly as outlined in the identified areas in this document.</p>	<p>This SGO Development Plan outlines our commitments and priorities for the forthcoming year.</p>	<p>Continue to develop and expand the FAFT team, including the appointment of an additional Deputy Manager, initially funded for 2 years (Grant Funding).</p> <p>Ongoing development work to be undertaken alongside the Participation and Children’s Rights Officer, Policy and Strategy Development Officer and Systems Thinking Team to move forward the actions outlined in this Plan.</p> <p>Continue to engage and consult with children, young people and Guardians around what matters to them to inform service development.</p> <p>Continue to engage Staff from across Child and Family Services and other agencies in service development activities.</p>
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# Integrated Impact Assessment Screening Form – Appendix C

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

## Which service area and directorate are you from?

Service Area: Child and Family Services

Directorate: Social Services

### 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)
- 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
- Other

### (b) Please name and fully describe initiative here:

Special Guardianship Orders - The development of our services in relation to children and young people living in Special Guardianship Order arrangements.

The Report and Policy outline our commitment, vision, and ambitions for our support services for children, young people, and families in Special Guardianship Order arrangements.

A Special Guardianship Order (SGO) provides an alternative legal status for children and families, offering greater security than long-term fostering placements but without the legal severance from the birth family that stems from an Adoption Order. Most importantly, it ensures children are offered the opportunity to grow up and be cared for within their family network and the Special Guardian will have parental responsibility for the child.

### Q2 What is the potential impact on the following: the impacts below could be positive (+) or negative (-)

	High Impact		Medium Impact		Low Impact		Needs further Investigation	No Impact
	+	-	+	-	+	-		
Children/young people (0-18)	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Older people (50+)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Any other age group	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Future Generations (yet to be born)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Disability	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Race (including refugees)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Asylum seekers	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Gypsies & travellers	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Religion or (non-)belief	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>

# Integrated Impact Assessment Screening Form – Appendix C

Sex	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Sexual Orientation	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Gender reassignment	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Welsh Language	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Poverty/social exclusion	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Carers (inc. young carers)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Community cohesion	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Marriage & civil partnership	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Pregnancy and maternity	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Human Rights	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>

**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**

The Friends and Family Team and Children’s Rights and Participation Officer for Child and Family Services have been engaging with children, young people, Special Guardians to understand what matters to them to inform the service and Policy development. This work will continue throughout the development project.

**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?  
 Yes  No

**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 <input type="checkbox"/>	Medium risk <input type="checkbox"/>	Low risk <input checked="" type="checkbox"/>
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**Q6 Will this initiative have an impact (however minor) on any other Council service?**

Yes       No      **If yes, please provide details below**  
 Welfare Rights Services, Social Care Income and Finance Team

**Q7 Will this initiative result in any changes needed to the external or internal website?**

Yes       No      **If yes, please provide details below**

# Integrated Impact Assessment Screening Form – Appendix C

Updated policy information made available to staff and the public.

**Q8 Does the initiative involve changes to the way you process the personal data of Council staff or service users, for example the purchase of new customer management software?**

Yes  No

If your answer is yes, you should also screen the initiative for any implications regarding privacy and other GDPR rights and consider whether you need to amend your entry in the Council's Information Asset Register. Please use the following link to the online screening form for a Data Protection Impact Assessment <https://staffnet.swansea.gov.uk/dpiascreening>

For more about the Information Asset Register, please see <https://staffnet.swansea.gov.uk/informationassetregister>

**Q9 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.)*

This is a positive development for the children, young people, Special Guardians, and families who are supported by Child and Family Services. There is no significant change to current service provision which is underpinned by statutory duties but instead reclarifies our commitment, our duties and how we will fulfil them.

## Outcome of Screening

**Q9 Please describe the outcome of your screening using the headings below:**

- **Summary of impacts identified and mitigation needed (Q2)**
- **Summary of involvement (Q3)**
- **WFG considerations (Q4)**
- **Any risks identified (Q5)**
- **Cumulative impact (Q9)**

### Summary of Impacts

The summary of impact identifies that there is limited impact arising from this development and where there is an impact, it is a positive development for the children, young people, Special Guardians, and families who are supported by Child and Family Services. There is no significant change to the current service provision, as this is underpinned by statutory duties. This development reclarifies our commitment, our duties and how we will fulfil them.

### Summary of Involvement

We will continue to inform and monitor our service development through engagement with children, young people and families to ensure that there is no unintended impact resulting from this development.

### WFG Considerations

The Wellbeing Future Generations Act has been considered in relation to this development.

### Risks

No risks have been identified

### Cumulative Impact

No cumulative impact has been identified

## Integrated Impact Assessment Screening Form – Appendix C

As such, a full screening is not considered necessary at this time.

(NB: This summary paragraph should be used in the ‘**Integrated Assessment Implications**’ section of corporate report)

Full IIA to be completed

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.

<b>Screening completed by:</b>
<b>Name: Claire Edwards</b>
<b>Job title: Principal Officer for Care Services</b>
<b>Date: 16/11/2023</b>
<b>Approval by Head of Service:</b>
<b>Name:</b>
<b>Position:</b>
<b>Date:</b>

Please return the completed form to [accesstoservices@swansea.gov.uk](mailto:accesstoservices@swansea.gov.uk)



# Agenda Item 6



## Report of the Chair

### Social Care & Tackling Poverty Service Transformation Committee - 4 December 2023

### Work Plan 2023-2024

Date of meeting	Agenda items and Format	Lead Officer(s)
12 June 2023	<ul style="list-style-type: none"><li>Work Plan Discussion</li></ul>	
24 July 2023	<ul style="list-style-type: none"><li>Levelling Up Grant Process and Criteria</li><li>Tackling Poverty Strategy</li></ul>	Jane Whitmore / Mark Gosney / Amy Hawkins Lee Cambule / Anthony Richards / Amy Hawkins
11 September 2023	<ul style="list-style-type: none"><li>Volunteering Strategy</li></ul>	Lee Cambule / Anthony Richards / Amy Hawkins
23 October 2023	<ul style="list-style-type: none"><li>Internal Residential Care Provision Model of Delivery</li><li>Enabling Communities Grant</li></ul>	Cathy Murray / Alison Bromfield / Amy Hawkins Mark Gosney / Anthony Richards
4 December 2023	<ul style="list-style-type: none"><li>When I'm Ready</li><li>Special Guardianship Orders</li></ul>	Julie Davies / Helen Williams Julie Davies / Claire Edwards-Matthews
15 January 2024	<ul style="list-style-type: none"><li></li></ul>	
26 February 2024	<ul style="list-style-type: none"><li>Short Breaks</li></ul>	Julie Davies / Helen Williams
8 April 2024	<ul style="list-style-type: none"><li></li></ul>	

Item(s) to be timetabled:

- Enabling and promoting independence: Assistive Technology strategy implementation and growth of telecare / telehealth options.