

Equality Impact Assessment Screening Form

Please ensure that you refer to the Screening Form Guidance while completing this form. If you would like further guidance please contact your directorate support officer or the Access to Services team (see guidance for details).

Section 1

Which service area and directorate are you from?

Service Area: Early Intervention Services – Poverty and Prevention

Directorate: People

Q1(a) WHAT ARE YOU SCREENING FOR RELEVANCE?

Service/
Function

Policy/
Procedure

Project

Strategy

Plan

Proposal

(b) Please name and describe below

Family Support Commissioning Review – Under 11's .

4 Options for service changes have been proposed as part of the Sustainable Swansea Family Support Commissioning review for the Under 11's section. After consultation the report is recommending Option 2 moving onto option 3 in the future. These Options are described below - please note that they are very similar. Should other options be selected then a further screening will have to take place.

Options 2 & 3 Transform in-house – partial/full re-configuration

Key Characteristics:

- Universal coverage of schools and health
- Single entry point into Early Intervention services
- Re-addressing the balance of capacity between Early Intervention Services and Statutory Parenting Support Services and establishing specialist adolescent parenting.
- Improved alignment of Early Intervention Services and Statutory Parenting support services across the ages and stages of the Continuum

Specific details include:

- a. To expand the TAF in Schools offer to all primary schools and to develop a TAF in Health model.
- b. To move towards a primary school cluster model of TAF in Schools as staff become more confident and experienced with a future focus where appropriate on school to school support.
- c. To continue to offer responsive workforce development opportunities through support for school pastoral roles to continue to build on confidence and competency and share the practice with the Over 11s in order to align the approach across comprehensive schools.
- d. To establish a Single Point of Entry for our Early Intervention (EI) that allows professionals to talk through children's needs. This reflects the similar approaches taken by the Domestic Abuse Hub and the Over 11s commissioning review. Advice will be given on which EI (Under 11s) offer best meets the needs of families taking away the onus from professionals to

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identify the right support and complete several referral forms. This will include ensuring that partnership pathways across the Continuum are also exhausted where appropriate to ensure the right support at the right time.

- e. To increase the co-ordination element of the TAF offer in order to align with the Swansea wide development of the Family Well-Being Team (FWT).
- f. To conclude the FWT pilot and fully implement in order to further strengthen the interface with Statutory services and continue addressing the reduction in levels of Child in Need of Care and Support(CINCS).
- g. Align practices in Early Intervention with that of YPS to establish a 2 way brokerage pathway with CAMHS enabling more effective joined up working between services, including long arm support from CAMHS.
- h. Involvement in the development of the new Prams peri-natal Service.
- i. Development of the Statutory Family Support Services so that they are aligned to the Early Intervention offer. Re-addressing the balance through analysis of the demand data following the Supported Care Planning re-structure.
- j. Over 11's services in scope to commission EIS Parenting Team to offer consultancy, skill building opportunities and support in developing an adolescence parenting offer.
- k. Continued development and strengthening of partnership pathways such as relating to young parents and feeding into the domestic abuse partnership pathway as well as developing new Partnership Pathways relating to Disability, Substance Misuse, Mental Health.
- l. Continued model of integration with Health to develop and deliver services to young children and their families from conception upwards.
- m. To centrally align workforce development across the continuum in order to consistently ensure alignment of practices that play a central role in the delivery of all services regardless of age or level of need. This would also include increasing the knowledge base around specialist areas such as disability and mental health and substance misuse.
- n. Family Information Service feeding into the overall Social Services and Well-Being Act driven Dewis Directory.

Moving towards a further step in 2018 which is option 3:

- a) All parenting (statutory and young people) that spans the various levels of need, ages and stages to be brought into Early Intervention Services on a phased approach. Financial contributions required from all in scope in order to achieve this.

Q2(a) WHAT DOES Q1a RELATE TO?

Direct front line
service delivery

Indirect front line
service delivery

Indirect back room
service delivery

(H)

(M)

(L)

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(b) DO YOUR CUSTOMERS/CLIENTS ACCESS THIS...?

Because they need to <input checked="" type="checkbox"/> (H)	Because they want to <input type="checkbox"/> (M)	Because it is automatically provided to everyone in Swansea <input type="checkbox"/> (M)	On an internal basis i.e. Staff <input checked="" type="checkbox"/> (L)
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Q3 WHAT IS THE POTENTIAL IMPACT ON THE FOLLOWING...

	High Impact (H)	Medium Impact (M)	Low Impact (L)	Don't know (H)
Children/young people (0-18) →	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Any other age group (18+) →	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Disability →	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Gender reassignment →	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Marriage & civil partnership →	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Pregnancy and maternity →	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Race →	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Religion or (non-)belief →	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Sex →	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Sexual Orientation →	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Welsh Language →	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Poverty/social exclusion →	<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"/>
Community cohesion →	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>

***These will be positive impacts in terms of getting services earlier and the right service.**

Q4 HAVE YOU / WILL YOU UNDERTAKE ANY PUBLIC CONSULTATION AND ENGAGEMENT RELATING TO THE INITIATIVE?

YES NO (If NO, you need to consider

If yes, please provide details below

- We have started discussions with Health Visiting regarding developing a future TAF in Health model and these discussions will continue.
- Presentation to Ysgolion Cynradd Abertawe (YCA) in relation to the TAF in Schools which was well received.
- On-going process however specifically in relation to this we will as follows:
 - With staff in relation to the outcomes and any impact this will have on them
 - With partners so that they are aware of the new Single Point on Entry

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Q5(a) HOW VISIBLE IS THIS INITIATIVE TO THE GENERAL PUBLIC?

High visibility
 (H)

Medium visibility
 (M)

Low visibility
 (L)

(b) WHAT IS THE POTENTIAL RISK TO THE COUNCIL'S REPUTATION?
(Consider the following impacts – legal, financial, political, media, public perception etc...)

High risk
 (H)

Medium risk
 (M)

Low risk
 (L)

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

Yes

No

If yes, please provide details below

Q7 HOW DID YOU SCORE?

Please tick the relevant box

MOSTLY H and/or M → HIGH PRIORITY → EIA to be completed
Please go to Section 2

MOSTLY L → LOW PRIORITY / NOT RELEVANT → Do not complete EIA
Please go to Q8 followed by Section 2

Q8 If you determine that this initiative is not relevant for a full EIA report, you must provide adequate explanation below. In relation to the Council's commitment to the UNCRC, your explanation must demonstrate that the initiative is designed / planned in the best interests of children (0-18 years). For Welsh language, we must maximise positive and minimise adverse effects on the language and its use. Your explanation must also show this where appropriate.

Due to the low impact of the proposed changes there is not a requirement to complete a full EIA.

The changes will have an indirect impact on children and young people as the proposal is set to improve multi-agency working which will provide better outcomes for service users. The proposed changes are therefore in the best interests for children and young people as they will be provided with a better co-produced service to support their needs.

The changes proposed involve the integration of services via back office functions, systems and organisational structures. Young people and families are not directly involved in these technical aspects of organisational systems and should not see any impact on the front facing aspects of the service delivery, indeed, they should receive a faster and more efficient engagement from all services.

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Section 2

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 – no electronic signatures or paper copies are needed.

Screening completed by:	
Name:	Sian Bingham
Job title:	Early Intervention Services Manager
Date:	06/02/17
Approval by Head of Service:	
Name:	Rachel Moxey
Position:	Head of Poverty & Prevention
Date:	1.3.17

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