

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: Young People Service – 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 – Over 11's .

4 Options for service changes have been proposed as part of the Sustainable Swansea Family Support Commissioning review for the Over 11's section. After consultation the report is recommending Option 2. This Option is described below and is the option being screened. Should other options be selected then a further screening will have to take place.

Option 2 - Full Transformation Model – Identifies a full range of next step changes for all service structures, partnerships, processes and gaps

Key Characteristics

1) Young People Services

- a) Restructure existing Level 2 and 3 lead work teams into 4 geographically aligned area teams with focus on 11 to 16 age group
- b) Managers and posts to have more direct alignment to specific schools and to Child and Family Area Teams
- c) Refocus the Targeted and Specialist Team Resource
- d) Introduce practice lead roles into the structure to enable multi agency best practice development.

2) Western Bay Youth Justice & Early Intervention Service

- a) Restructure into regional area leads with the commitment to evaluate the impact of changes and if required, explore alternative management arrangements to support further local integration
- b) Increased partnership work across prevention elements including formalising arrangements in the areas of adolescent parenting, domestic abuse, behaviour management, restorative practice, speech and language and Education Training & Employment (ETE) related roles

3) Refocus the commissioned work with Ethnic Minority Groups and recommission Young Carers incorporating requirements for a joint brokerage route – this will not change the key functions of the roles or level of support that young people and families receive. These are funded by Families First and will therefore undergo a further screening as part of any commissioning

4) Gap analysis met by:

- a) Establish a new post focussing specifically on the parenting of adolescents
- b) Establish a new joint post between Young People Services and Child and Family focussing on step and down thresholds, co-working arrangements and the management of Children in Need of Care and Support (CINCS).

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- c) Establish a 2 way brokerage pathway between CAMHS and lead work provision enabling more effective joined up working between services, including long arm support from CAMHS and explore the funding of a joint post to meet unmet need.
- d) Greater alignment of substance misuse workers from the Choices service to service areas
- 5) Brokerage system
 - a) All lead work provision to come under one joint brokerage process with direct links into the early intervention services brokerage process
- 6) Workforce Development –
 - a) The development of a joint annual workforce development with all in scope service areas and across Child and Family and Early Intervention Services as a minimum this will cover Signs of Safety, Restorative Approaches, Welsh Language, UNCRC and Equality
- 7) Performance Reporting
 - a) Joint monthly performance report with agreed feedback loop

Q2(a) WHAT DOES Q1a RELATE TO?

Direct front line service delivery <input type="checkbox"/> (H)	Indirect front line service delivery <input checked="" type="checkbox"/> (M)	Indirect back room service delivery <input checked="" type="checkbox"/> (L)
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(b) DO YOUR CUSTOMERS/CLIENTS ACCESS THIS...?

Because they need to <input 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 type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Any other age group (18+) →	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" 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 type="checkbox"/>	<input type="checkbox"/>	<input checked="" 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 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"/>

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

- YES NO (If NO, you need to consider whether you should be undertaking consultation and engagement – please see the guidance)

If yes, please provide details below

- Consultation with Education Wellbeing Leads for all Secondary Schools in Swansea (*Jan 25th 17*)
- CCOS Commissioning Review Process in partnership with Sustainable Swansea (inc. education, Wester Bay Youth Offending Services, Careers Wales, Social services, CAMHS, Ethnic Youth Support Team and Young Carers) (*Jan 25th 17*)
- Young People Service EVOLVE consultation with all staff (*27th Jan 17*)
- Young person consultation in a variety of youth settings (Youth club/121 discussions) (*Feb/March 17*)

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

High visibility <input type="checkbox"/> (H)	Medium visibility <input type="checkbox"/> (M)	Low visibility <input checked="" type="checkbox"/> (L)
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(b) WHAT IS THE POTENTIAL RISK TO THE COUNCIL'S REPUTATION? (Consider the following impacts – legal, financial, political, media, public perception etc...)

High risk <input type="checkbox"/> (H)	Medium risk <input type="checkbox"/> (M)	Low risk <input checked="" type="checkbox"/> (L)
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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

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 negative 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: Gavin Evans
Job title: Young People Service Manager
Date: 06/02/17
Approval by Head of Service:
Name: Rachel Moxey
Position: Head of Poverty and Prevention
Date: 08/02/17

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