

Equality Impact Assessment Screening Form – Appendix A

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

Section 1

Which service area and directorate are you from?

Service Area: Education

Directorate: Education

Q1(a) WHAT ARE YOU SCREENING FOR RELEVANCE?

| | | | | | |
|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|-------------------------------------|
| Service/ Function | Policy/ Procedure | Project | Strategy | Plan | Proposal |
| <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input checked="" type="checkbox"/> |

(b) Please name and describe here:

School Improvement - Future Working Arrangements

This EIA is in relation to the proposal to move a new model for school improvement based on a new footprint in the future. To allow the Council to explore this we must terminate our current consortium arrangement via ERW by 1 September 2021. This requires the serving of notice to leave by 31 August 2021. Previously, on 19 March 2020, Cabinet agreed to withdraw on 31 March 2021. Cabinet is now asked to recommend a deferred date from 31 March 2021 to 31 August 2021.

We are asking for Council's agreement to defer serving notice from ERW by the 31 March 2021 to 31 August 2021. There will be no immediate change to service delivery from a service users perspective and any change will be subject to a separate EIA. The reason for the deferment is to allow more time to consolidate future working arrangements.

Q2(a) WHAT DOES Q1a RELATE TO?

| | | |
|---------------------------------------|-----------------------------------------|----------------------------------------|
| Direct front line service delivery | Indirect front line service delivery | Indirect back room service delivery |
| <input type="checkbox"/> (H) | <input checked="" type="checkbox"/> (M) | <input type="checkbox"/> (L) |

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

| | | | |
|------------------------------|------------------------------|-------------------------------------------------------------------|-----------------------------------------|
| Because they need to | Because they want to | Because it is automatically provided to everyone in Swansea | On an internal basis i.e. Staff |
| <input type="checkbox"/> (H) | <input type="checkbox"/> (M) | <input type="checkbox"/> (M) | <input checked="" type="checkbox"/> (L) |

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"/> |
| Older people (50+) → | <input type="checkbox"/> | <input type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/> |
| Any other age group → | <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"/> |
| Race (including refugees) → | <input type="checkbox"/> | <input type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/> |
| Asylum seekers → | <input type="checkbox"/> | <input type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/> |
| Gypsies & travellers → | <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"/> |

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|------------------------------|---|--------------------------|--------------------------|-------------------------------------|--------------------------|
| Gender reassignment | | <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"/> |
| 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"/> |

Q4 WHAT ENGAGEMENT / CONSULTATION / CO-PRODUCTIVE APPROACHES WILL YOU UNDERTAKE?

Please provide details below – either of your planned activities or your reasons for not undertaking engagement

We will be working with all ERW partners over the next few months to obtain agreement for our departure and finalise the details of the future arrangements.

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

| | | |
|-------------------------------------------------|--------------------------------------------------------------|------------------------------------------------|
| High visibility <input type="checkbox"/> (H) | Medium visibility <input checked="" type="checkbox"/> (M) | Low visibility <input type="checkbox"/> (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 <input type="checkbox"/> (H) | Medium risk <input checked="" type="checkbox"/> (M) | Low risk <input type="checkbox"/> (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 an EIA report, you must provide a full explanation here. Please ensure that you cover all of the relevant protected groups.

There are no immediate Equality Implications. We are asking for Cabinet's agreement to service notice from ERW by the 31 August 2021. There will be no immediate change to service delivery from a service users perspective and any changes will be subject to a separate EIA .

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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.

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|---------------------------------------|
| Screening completed by: |
| Name: Rhian Millar |
| Job title: Access to Services Manager |
| Date: 9 February 2021. |

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| Approval by Head of Service: |
| Name: Helen Morgan-Rees |
| Position: Director of Education |
| Date: 9 February 2021. |

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